Government of Saskatchewan

Annual Report 1982-83

Saskatchewan Labour

Saskatchewan
Labour

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Annual Report

of the

Department of Labour

For the Fiscal Year ended March 31, 1983

Published by Authority of

The Hon. Lorne McLaren,

Minister of Labour

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Lorne McLaren

Regina, October 1, 1983

To The Honourable Frederick W. Johnson,
Lieutenant Governor of Saskatchewan.

Sir:

I have the honour to present herewith the annual report of the Department of Labour for the fiscal year ended March 31, 1983.

Respectfully submitted,
Lorne McLaren,
Minister of Labour.

Peter E. Grady

Regina, October 1, 1983

To The Honourable Lorne McLaren,
Minister of Labour.

Sir:

I have the honour to present herewith the annual report of the Department of Labour for the twelve months ended March 31, 1983.

Respectfully submitted,
Peter E. Grady,
Deputy Minister of Labour.

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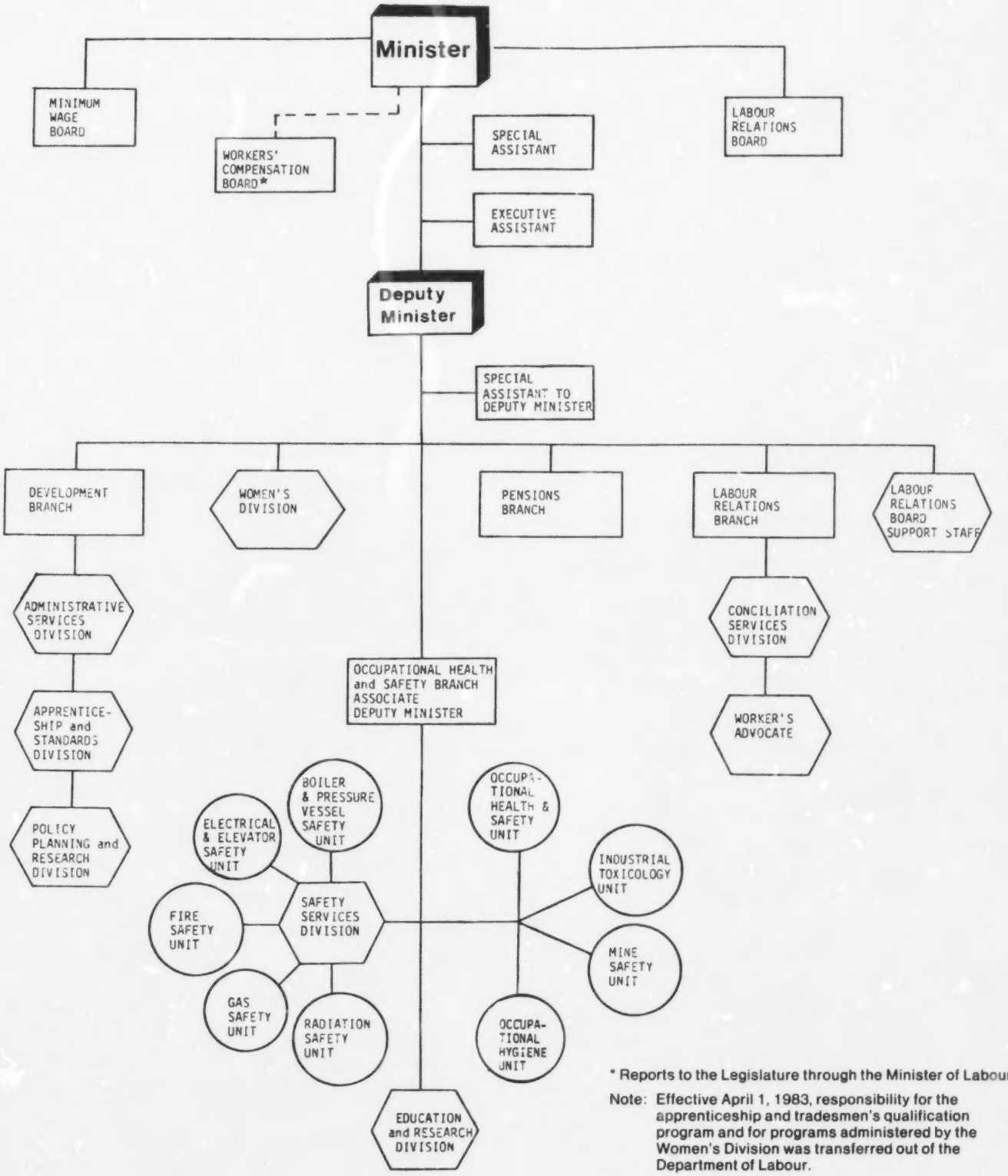
Saskatchewan Labour

March 31, 1983



* Reports to the Legislature through the Minister of Labour.

Note: Effective April 1, 1983, responsibility for the apprenticeship and tradesmen's qualification program and for programs administered by the Women's Division was transferred out of the Department of Labour.

Summary of Saskatchewan Department of Labour Activities During 1982-83

The Saskatchewan Department of Labour is established under *The Department of Labour Act*. The department administers a full range of labour statutes designed to establish equitable and healthy conditions of employment for Saskatchewan workers, an effective framework for the operation of collective bargaining for the benefit of labour and management, and safety standards for both the labour force and the general public. Programs in effect include those dealing with labour standards, occupational and public health and safety, labour relations, injured worker protection, retirement pensions, women's rights* and trades training*.

Development Branch

In 1982, the Carpentry Trade Advisory Board recommended to the government that carpentry be designated as a compulsory apprenticeship trade. An investigative committee was established by the Department of Labour to conduct public hearings and to receive written briefs on the subject. The committee consisted of the Director of Apprenticeship and Standards and two members of the Carpentry Trade Advisory Board representing employees and employers respectively. Hearings were conducted in Regina and Saskatoon and a number of options were considered by the committee. However, no decision had been made on this issue as of March 31, 1983.

During the 1982-83 fiscal year, officials of the Apprenticeship and Standards Division collected $959,620.27 in wages found owing under the provisions of *The Labour Standards Act*. In addition, certificates filed in Court of Queen's Bench under Section 60 of the Act resulted in judgments in the amount of $449,172.18.

* Effective April 1, 1983, responsibility for the apprenticeship and tradesmen's qualification program was transferred from the Department of Labour to the Department of Advanced Education and Manpower. On the same date responsibility for programs administered by the Women's Division was transferred from the Department of Labour to the Public Service Commission and the Department of Advanced Education and Manpower.

A research, information and publications program designed to provide employers, employees and the public with data on a wide variety of labour topics is maintained by the Policy Planning and Research Division.

Publications distributed by the division during the 1982-83 fiscal year include: Wages and Working Conditions by Occupation, June 1982; Saskatchewan Labour Report; Labour Legislation Booklet, June 1982 and Study of Saskatchewan Collective Bargaining Agreements.

Labour Relations Branch

A voluntary conciliation service is available through the branch's Conciliation Services Division. During the year under review, labour relations officers provided conciliation in 52 disputes involving a total of 16,859 employees and 416 employers by location

The Worker's Advocate Office continued to provide advice and assistance to claimants with claims before the Saskatchewan Workers' Compensation Board. A total of 918 claims was dealt with by the advocates in 1982-83.

Labour Relations Board

During the 1982-83 fiscal year, the Saskatchewan Labour Relations Board gave consideration to a total of 541 applications, of which 533 were made under *The Trade Union Act*. The remaining eight applications were made under *The Construction Industry Labour Relations Act*.

Occupational Health and Safety Branch

An occupational health program involving the inspection of workplaces, including mines; the investigation, identification and control of health hazards in the workplace and the provision of education and information was carried out by branch personnel during the fiscal year under review. Of the 1,977 inspections of workplaces (other than mines) performed in 1982-83 by occupational health officers, 86 per cent or 1,714 inspections revealed no contravention of the Act or its regulations.

The Safety Services Division conducted specialized inspection and licensing to ensure electrical, elevator, boiler and pressure vessel, fire, gas and radiation safety. A total of 120,974 inspections was conducted during 1982-83 by inspectors in the various safety units.

Pensions Branch

During the year under review, the Pensions Branch continued to administer the provisions of *The Pension Benefits Act*, to provide information and advice on retirement income matters and, in addition, participated in the deliberations of the Canadian Association of Pension Supervisory Authorities (CAPSA).

The objective of CAPSA is to make regulatory legislation uniform across Canada. In May 1982, CAPSA officials published a package of proposals for reform in the private pension system, representing a consensus reached by officials of all participating jurisdictions.

Women's Division

A significant affirmative action measure undertaken by the Women's Division in 1982-83 was management training specifically for women. A total of 64 women participated in the Management Training Program, receiving approximately 650 days of training.

Development Branch

Administrative Services Division

The Administrative Services Division is responsible for providing the central services essential to the functioning of the department. Included are the services of accounting, staffing, staff relations, career development, staff training, property acquisition and office services. Staff of the division are also involved in the review and development of departmental systems and programs and the development of administrative and personnel policies. As well, the division is responsible for co-ordinating the preparation of the departmental budget and controlling expenditures. Additionally, the division provides clerical and administrative support to all Saskatchewan Labour programs in district offices.

The division consists of three functional units: General Administration, Personnel and Accounting. Duties of the General Administration Unit include budgeting; property procurement; the meeting of space requirements; inventory control; furniture placement; and control of assigned Central Vehicle Agency vehicles.

The Personnel Unit is responsible for career planning and training, as well as for the co-ordination of all recruitment, personnel documentation and ratings.

The Accounting Unit is responsible for co-ordinating the preparation of virements, special warrants and treasury advances; handling cost sharing claims; administering trust funds; receiving and depositing revenues; and, issuing various licences. As well, the unit is responsible for the maintenance of accounting and attendance records; payroll preparation; and, the processing of accounts.

Developing a procedural manual

Apprenticeship and Standards Division

The division administers an Apprenticeship and Standards program, the objectives of which are: to ensure that the minimum benefits and working conditions provided by legislation are enjoyed by all employees under provincial jurisdiction; to facilitate the training of skilled tradesmen; and to establish standards of qualification in various trades.

Apprenticeship and Standards officers investigate complaints made by employees, conduct periodic inspections of employers' payroll records, recover wages found owing to employees, assist employers and individuals to enter into apprenticeship agreements, supervise on-the-job training of apprentices and examine apprentices and tradesmen. During the year under review, 4,714 inspections were made of payroll records.

The division is also involved in the promotion of the Labour Standards and Apprenticeship and Tradesmen's Qualification programs, the issuing of certificates indicating levels of proficiency in the trades and the development of provincial and interprovincial standards and qualifications in the designated trades.

Labour Standards Program

New Legislation

There were no legislative changes during the fiscal year April 1, 1982 to March 31, 1983.

Application of the Act

The Labour Standards Act applies to all employees working in the province, with the following exceptions: agricultural workers, persons employed in undertakings employing only members of the employer's family and all employees included within the jurisdiction of the Government of Canada.

Federal legislation applies to all persons employed in broadcasting, air transport, banking, grain elevators, feed mills, uranium mines, and all interprovincial and international transport and communication systems.

Hours of Work and Overtime

Employees in the province are entitled to overtime pay at the rate of time and one-half after an eight-hour day or a 40-hour week. Excluded from this provision are persons employed exclusively as domestic workers, managers, and employees to whom *The Fire Departments Platoon Act* applies. It should be noted that overtime after 44 hours weekly is voluntary except in emergency circumstances.

In the event an employer and his employees agree in writing to work a four-day week, the Director of Apprenticeship and Standards may authorize the employer to permit employees to work four ten-hour days per week without the payment of overtime. Twenty-four such authorizations were given during the period under review. Authorization is not required if a union contract is in effect and the employer has obtained the written consent of the trade union.

Provided the employer and his employees agree in writing, the Director of Apprenticeship and Standards may authorize an average eight-hour day, 40-hour week over a number of weeks as may be requested. Overtime is then payable after the average hours of work exceed eight hours daily or 40 hours weekly, over such period of weeks as may be prescribed by the director. During the year under review, 240 such authorizations were given. Authorization is not required if a union contract is in effect and the employer has obtained the written consent of the trade union.

Employees are entitled to 24 consecutive hours away from work (the equal of one full day) each week. Employees employed by an employer primarily engaged in retail trade who work more than 20 hours per week, in establishments with 11 or more employees, are entitled to receive two consecutive days of rest per week. Wherever possible, one of these days is to be Sunday. Exemptions are specified in the Act and regulations.

Employees' Wages

The provisions of the Act require the payment of all wages to employees within six days after the pay period has ended, and within 14 days after the termination of employment.

Notice of Termination

Except where an employee is dismissed for just cause other than shortage of work, written notice of termination of employment must be provided to an employee by the employer, if the employee has been employed for a period of three continuous months or more. In lieu of written notice, the employee must be provided with the usual wages he would have earned for that period of employment.

The length of notice of termination varies according to length of service, as follows:

(a) one week's written notice at three months but less than one year of employment;

(b) two weeks' written notice after one year but less than three years of employment;

(c) four weeks' written notice after three years but less than five years of employment;

(d) six weeks' written notice after five years but less than ten years of employment;

(e) eight weeks' written notice after ten years or more of employment.

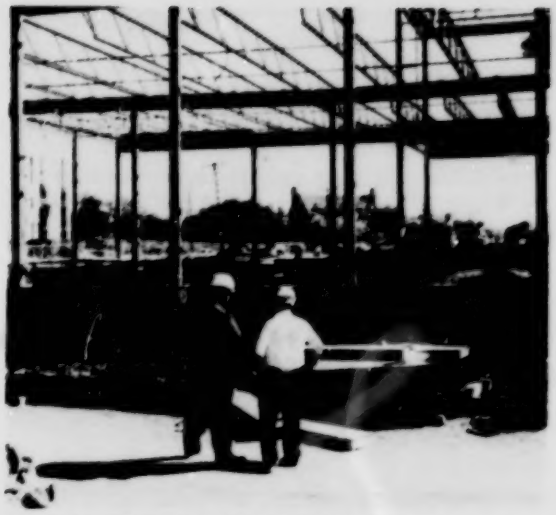
Annual Vacation

Employees are entitled to three weeks' annual vacation on the completion of one year of service with an employer. An employee entitled to three weeks' vacation must be paid his annual vacation pay based on three fifty-seconds of his gross annual earnings.

The Act also provides for four weeks' vacation after the completion of ten years' service. The entitlement relates to the anniversary date of the commencement of employment.

Statutory Holidays

Legislated public holidays in Saskatchewan are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Saskatchewan Day (first Monday in August), Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Where Christmas Day, Remembrance Day or New Year's Day fall on Sunday, the Monday immediately following each is considered to be a public holiday. Employers are generally required to provide their employees with a day off with pay on each day that a public holiday occurs or, where the employee is required to work, pay the employee in addition to his regular rate of pay, a sum calculated on the basis of one and one-half times his regular rate of pay. Hourly paid construction, logging and lumbering employees are covered by other provisions.



The Labour Standards Act provides for certain minimum standards of employment at all workplaces under provincial jurisdiction.

Minimum Wage

The Apprenticeship and Standards Division is responsible for enforcing Orders of the Minimum Wage Board. Board orders in effect during 1982-83 are summarized on page 51 of this report.

During the period under review, there has been no increase in the minimum wage. The last increase to $4.25 per hour became effective January 1, 1982. The minimum wage applies to all employees within the scope of *The Labour Standards Act*. As mentioned earlier, the Act does not cover employees working primarily in farming, ranching or market gardening. The regulations create further exemptions such as: some domestic workers (those employed in private operations), handicapped people in sheltered workshops and school bus drivers.

Wage Collections and Prosecutions

In 1982-83 regular and special inspections resulted in the collection of $959,620.27 in wages found owing under the provisions of the Act. In addition, during the year under review, certificates against 133 employers were filed in Court of Queen's Bench under Section 60 of *The Labour Standards Act*, resulting in judgments in the amount of $449,172.18.

Apprenticeship and Tradesmen's Qualification Program*

Designated Trades

The trades with which the division is concerned include the following:

Barbering
Beauty Culture
Boilermaker
Bricklaying
Carpentry
Cooking
Crane and Hoisting Equipment Operator
Electrical
Glassworker
Heavy Duty Repair
Industrial Mechanical
Lineman (Electrical Power)
Machinist
Motor Vehicle Body Repair
Motor Vehicle Mechanics Repair
Painting and Decorating
Pipefitting
Plastering
Plumbing
Radio and Television Electronics
Refrigeration and Air Conditioning
Roofer
Sheet Metal
Sprinkler and Fire Protection Installer
Tilesetting
Electric Arc and Gas Welding

New Legislation

No new legislation was introduced during the 1982-83 fiscal year.

Advisory Boards

The Provincial Apprenticeship Board assists the division in the development and administration of the apprenticeship program. This board did not meet during the 1981-82 fiscal year.

Provincial Trade Advisory Boards are established for each of the designated trades except Plastering. The purpose of these boards is to assist the division in developing and revising course outlines and trade examinations, and in dealing with other matters of importance in the trade. Each board is chaired by a senior officer of the division and its membership is made up of representatives of employers and employees in the trade. Trade Advisory Board meetings for the Carpentry, Machinist, Industrial Mechanical, Lineman (Electrical Power), Beauty Culture, Sprinkler and Fire Protection Installer, Motor Vehicle Body Repair, Motor Vehicle Mechanics Repair, Refrigeration and Air Conditioning, Bricklaying, Heavy Duty Repair, Agricultural Machinery Technician (trade not designated as yet), Glassworker, Cooking, Pipefitting, Radio and Television Electronics, Painting and Decorating, Sheet Metal, Barbering, Roofer and the Tilesetter trades were held during the year under review. In addition, 36 meetings of subcommittees of these advisory boards were held to afford in-depth study of provincial and interprovincial examination material, courses of study and occupational analysis in the respective trades.

The Carpentry Trade Advisory Board, concerned over the need to improve standards in the trade, put forward a recommendation to the government in 1982 that carpentry be designated as a compulsory apprenticeship trade.

In order to allow the widest possible expression of opinion, the Department of Labour established an investigative committee to conduct public hearings and to receive written briefs. Advertisements were placed in newspapers throughout Saskatchewan asking for submissions and giving notification of sittings. The committee, consisting of the Director of Apprenticeship and Standards and two members of the Carpentry Trade Advisory Board, representing employees and employers respectively, conducted hearings in Regina on December 7, 1982 and February 22, 1983 and in Saskatoon on December 9, 1982.

Options considered by the committee included (1) continuing carpentry as a voluntary apprenticeship trade, (2) introducing compulsory apprenticeship applicable to the entire industry, (3) exempting the residential sector from the new regulations, (4) introducing compulsory apprenticeship training for journeyman certification, and (5) requiring that anyone not enrolled in apprenticeship training work for a period of time equal to one and one-half times the length of the apprenticeship period plus take an upgrading course to be eligible to write the journeyman examination.

As of March 31, 1983, no decision has been made on this issue.

* Effective April 1, 1983, responsibility for the apprenticeship and tradesmen's qualification program was transferred from the Department of Labour to the Department of Advanced Education and Manpower.

Apprenticeship Training

The Apprenticeship Training Program, under *The Apprenticeship and Tradesmen's Qualification Act*, is a joint federal-provincial scheme which provides for the sharing of costs directly relating to institutional training, and development or administration of the interprovincial standards examination program, including the salary of administrative staff and other support expenses such as travel costs, clerical supplies and equipment.

Location of Training Schools

During the fiscal year under review, apprenticeship training in the Bricklaying, Cooking, Electrical, Radio and Television Electronics, and Electric and Gas Welding trades was conducted at the Saskatchewan Technical Institute in Moose Jaw.

Training in the Heavy Duty Repair, Machinist, Pipefitting, Plumbing, Refrigeration and Air Conditioning, and Sheet Metal trades was conducted at Kelsey Institute of Applied Arts and Sciences, Saskatoon; while training in the Motor Vehicle Body Repair and Motor Vehicle Mechanics Repair trades was conducted at the institutes in Moose Jaw and Saskatoon. Training in the Carpentry trade was conducted at Moose Jaw, Saskatoon and the Vocational Centre in Meadow Lake. Courses in the Industrial Mechanics trade were held both at Kelsey Institute in Saskatoon and Parkland Community College, Melville.

Training in the Painting trade was conducted at the Regina Plains Community College in Regina. The Saskatchewan Power Training Centre in Weyburn was used for the training of Lineman (Electrical Power) apprentices.

Apprentices in the Glassworker, Roofer and Tilesetter trades receive training by arrangement with the province of Alberta, while those engaged in the Boilermaker trade and Sprinkler and Fire Protection Installer trade, receive their training in Winnipeg, Manitoba.

Training Activity

The trend in training activity is reflected in terms of the number of student days, shown in Tables 1 and 2. Table 3 indicates the number of students enrolled in training courses during the fiscal year, according to trade and stage of training.

During the 1982-83 fiscal year, the division arranged 53 individual classes for level 1 apprentices, 59 individual classes for level 2 apprentices, 49 individual classes for level 3 apprentices and 18 individual classes for level 4 apprentices at Saskatchewan provincial technical institutes and vocational training centres.

Additional arrangements were made with the province of Alberta for two classes for level 1 apprentices, two classes for level 2 apprentices and 3 classes for level 3 apprentices. Two classes for level 1 apprentices, three classes for level 2 apprentices and two classes for level 3 apprentices were arranged with the province of Manitoba.

Electrical course at Saskatchewan Technical Institute, Moose Jaw, Saskatchewan.

Table 1

Student Days of Training, by Trade, Saskatchewan, 1982-83

Trade	Student days
All trades	**87,973**
Boilermaker	90
Bricklaying	1,091
Carpentry	13,284
Cooking	78
Crane and Hoisting Equipment Operator	–
Electrical	30,020
Glassworker	29
Heavy Duty Repair	6,497
Industrial Mechanics	4,950
Lineman (Electrical Power)	313
Machinist	1,429
Motor Vehicle Body Repair	2,679
Motor Vehicle Mechanics Repair	10,537
Painting	510
Pipefitting	662
Plumbing	9,135
Radio and Television Electronics	–
Refrigeration and Air Conditioning	1,452
Roofer	–
Sheet Metal	2,805
Sprinkler and Fire Protection Installer	297
Tilesetting	30
Welding	2,085

Table 2

Enrolment in Training Courses, by Number of Students and Student Days, Saskatchewan, 1978-79 – 1982-83

Year	Enrolment	Student days
1978-79	3,104	118,723
1979-80	2,499	90,849
1980-81	2,854	105,496.5
1981-82	3,361	109,088.5
1982-83	2,612	87,973

Table 3

Enrolment in Training Courses, by Trade and Stage of Training, Saskatchewan, 1982-83

Trade	All groups	Enrolment groups			
		First	Second	Third	Fourth
All trades	**2,694**	**806**	**819**	**774**	**295**
Boilermaker	3	–	3	–	–
Bricklaying	47	14	12	21	–
Carpentry	433	147	155	131	–
Cooking	1	–	1	–	–
Crane and Hoisting Equipment Operator	–	–	–	–	–
Electrical	646	112	173	195	166
Glassworker	3	1	1	1	–
Heavy Duty Repair	159	70	45	44	–
Industrial Mechanics	191	53	102	36	–
Lineman (Electrical Power)	68	31	9	12	16
Machinist	44	18	12	14	–
Motor Vehicle Body Repair	80	36	24	20	–
Motor Vehicle Mechanics Repair	341	129	93	119	–
Painting	20	9	11	–	–
Pipefitting	25	12	5	–	8
Plumbing	308	79	80	77	72
Radio and Television Electronics	4	3	1	–	–
Refrigeration and Air Conditioning	49	8	12	23	6
Roofer	–	–	–	–	–
Sheet Metal	133	30	38	38	27
Sprinkler and Fire Protection Installer	19	9	5	5	–
Tilesetting	6	2	3	1	–
Welding	114	43	34	37	–

Indentures, Completions and Cancellations

During the year under review, 1,028 new apprentices were indentured, while 578 persons completed their apprenticeships by qualifying as journeymen and 826 apprenticeship agreements were cancelled. A total of 4,709 apprentices were under agreement as of March 31, 1983 reflecting a decrease of 374 from the number of apprentices registered with the division at the end of March, 1982.

Of the 826 apprenticeship agreements cancelled, 458 involved apprentices who had attended apprenticeship classes for one or more periods of training. Sixty-five apprentices discontinued working at the trade; 22 left the province; and, 212 failed to indicate interest in continuing their training or making further effort to qualify as journeymen at this time. A further 144 left the employers to whom they had been indentured without leaving a forwarding address or arranging for the transfer of their agreements to new employers. Fifteen apprentices requested the termination of their agreements, went back to school or university, or joined the Armed Forces.

The remaining 368 agreements cancelled involved apprentices who had not taken any formal training under the plan. One hundred and twenty-four agreements were cancelled because the apprentices left the employer to whom they had been indentured without leaving a forwarding address, or without arranging for the transfer of their agreements to new employers; 169 failed to show interest in the formal training program; 46 discontinued working at their trades; 11 left the province, and 18 requested termination of their agreements.

Tables 4 and 5 show the number of indentures, completions and cancellations in 1982-83, as well as those since 1978-79.

Table 4

Indentures, Completions and Cancellations, By Trade, Saskatchewan, 1982-83

Trade	Number of apprentices April 1/82	Indentures	Completions	Cancellations	Number of apprentices Mar. 31/83
All trades	**5,085**	**1,028**	**578**	**826**	**4,709**
Boilermaker	11	5	—	3	13
Bricklaying	122	8	16	18	96
Carpentry	927	185	98	92	922
Cooking	24	8	—	10	22
Crane and Hoisting Equipment Operator	4	—	—	—	4
Electrical	853	165	131	82	805
Glassworker	16	2	1	6	11
Heavy Duty Repair	385	120	40	66	399
Industrial Mechanics	256	19	32	27	216
Lineman (Electrical Power)	121	20	1	13	127
Machinist	99	41	5	20	115
Motor Vehicle Body Repair	214	49	21	75	167
Motor Vehicle Mechanics Repair	820	174	95	139	760
Painting	58	11	3	23	43
Pipefitting	43	33	7	6	63
Plumbing	516	78	62	83	449
Radio and Television Electronics	32	6	2	21	15
Refrigeration and Air Conditioning	96	20	8	26	82
Roofer	22	3	—	16	9
Sheet Metal	226	15	21	58	162
Sprinkler and Fire Protection Installer	17	14	—	—	31
Tilesetting	18	1	2	5	12
Welding	205	51	33	37	186

Table 5

Indentures, Completions, Cancellations and Apprentices under Agreement, Saskatchewan, 1978-79 — 1982-83

Year	Number of indentures during year	Number of completions during year	Number of cancellations during year	Number of apprentices at end of year
1978-79	1,379	634	893	4,651
1979-80	1,386	596	397	5,044
1980-81	1,631	923	566	5,186
1981-82	1,236	594	745	5,083
1982-83	1,028	578	826	4,709

Tradesmen's Qualifications

Under the trade regulations in effect during the year, every tradesman engaged in the trade of Barbering, Beauty Culture, Carpentry, Motor Vehicle Mechanics Repair, or Painting and Decorating, in any part of the province, was required to hold a certificate of status.

A tradesman engaged in the Motor Vehicle Body Repair or Radio and Television Electronics trade was required to hold a certificate of his status, if he worked at his trade in, or within a five-mile radius of any Saskatchewan city. Employers engaged in these trades were prohibited from hiring tradesmen without valid certificates showing their status at the trade, if such tradesmen were required to work in the specified area.

Those who commenced their initial employment in the Electrical, Plumbing and Sheet Metal trades on or after December 1, 1976, are required to become indentured as apprentices, and complete the training prescribed by the director before they can write a trade examination.

Certificates of status continued to be issued on a voluntary basis to tradesmen in the remaining trades, and to tradesmen in the Motor Vehicle Body Repair and Radio and Television Electronics trades, employed in localities other than cities.

Certificates of status are, as a rule, valid for two years from the date of issue and may be renewed without examination, if application for renewal is made in accordance with the trade regulations. Journeymen's certificates of qualification issued during the year under review are permanently valid. Certificates of status, other than the certificates of beginner's status, are issued only to tradesmen who can satisfy the appropriate examining boards that they have the necessary qualifications.

Certificates of beginner status issued on or after December 1, 1976 can only be replaced or renewed after the holder has written a trade examination. Beginner's certificates, therefore, are only issued without examination if the trade's regulations required the individual to hold a valid certificate of status.

Each tradesman reporting for examination is interviewed by the trade examining board present, which establishes the tradesman's actual experience in the trade. An examining board is composed of a staff member of the division who acts as chairman and representatives of employers and employees.

Between April 1, 1982 and March 31, 1983 local trade examining boards held 568 examinations to determine the qualifications of 2,779 candidates. During the same period, 3,230 individuals received a certificate of status following examination or by renewing their certificate. Table 6 shows the number of tradesmen's certificates of status issued in Saskatchewan during 1982-83 according to trade and class.

Table 7 shows the number of certificates of status issued in Saskatchewan since 1978-79. For the fiscal years 1980-81 to 1982-83 the number of individuals who received certificates is reported; whereas, in previous years the number of certificates issued were reported regardless of the number of certificates received by an individual, in a specific trade, during the reporting period.

Two specific policy changes were implemented during the 1982-83 fiscal year which has reduced the figures for the number of certificates issued as well as the number of individuals who wrote trade examinations.

Upon the recommendation of the various trade advisory boards, those persons confirming a minimum of 10 years working experience who are over the age of 50 years no longer receive a certificate without challenging and passing the journeyman examination. Secondly, since January 1, 1983 tradesmen are required to have completed the designated amount of work experience for their trade before being allowed to write for journeyman status. Prior to January 1, 1983, the tradesmen were allowed to write their examination six months prior to having the required experience for journeyman standing in their trade.

Table 6

Tradesmen's Certificates of Status Issued, by Trade and Class, Saskatchewan, 1982-83

Trade	New certificates		Renewals	
	Journeyman status	Beginner to second class	Journeyman status	Beginner to second class
All trades	**1,011**	**1,377**	**1**	**841**
Barbering	4	12	—	16
Beauty Culture	47	363	—	320
Boilermaker	—	—	—	—
Bricklaying	16	13	—	—
Carpentry	177	234	—	90
Cooking	32	35	—	23
Crane and Hoisting Equipment Operator	—	1	—	—
Electrical	147	93	—	26
Glassworker	5	3	—	—
Heavy Duty Repair	106	99	—	56
Industrial Mechanics	70	46	—	19
Lineman (Electrical Power)	3	—	—	—
Machinist	14	12	—	12
Motor Vehicle Body Repair	38	20	—	7
Motor Vehicle Mechanics Repair	148	187	—	146
Painting	5	29	—	18
Pipefitting	15	25	—	17
Plastering	—	—	—	—
Plumbing	67	68	1	28
Radio and Television Electronics	5	14	—	14
Refrigeration and Air Conditioning	11	8	—	6
Roofer	2	4	—	1
Sheet Metal	23	12	—	4
Sprinkler and Fire Protection Installer	2	—	—	—
Tilesetting	2	1	—	—
Welding	43	28	—	7
Welding — Arc	28	66	—	29
Welding — Gas	1	4	—	2

Table 7

Tradesmen's Certificates of Status Issued, Saskatchewan, 1978-79 — 1982-83

Year	Total certificates issued	Journeyman status		Other status
		New certificates	Renewals	
1978-79	3,771	1,136	13	2,622
1979-80	4,233	1,398	—	2,835
1980-81	3,510	1,094	41	2,375
1981-82	3,304	1,105	1	2,198
1982-83	3,230	1,011	1	2,218

Interprovincial Standards

By mutual agreement, the interprovincial standard has been established and approved across Canada in the following trades: Boilermaker, Bricklaying, Carpentry, Cooking, Electrical, Heavy Duty Repair, Industrial Mechanical, Lineman (Electrical Power), Machinist, Motor Vehicle Body Repair, Motor Vehicle Mechanics Repair, Painting and Decorating, Pipefitting, Plumbing, Radio and Television Electronics, Refrigeration and Air Conditioning, Sheet Metal, Sprinkler and Fire Protection Installer and Welder.

The interprovincial examination may be written by apprentices who have completed training and are eligible to write for their provincial journeyman certificates, as well as by tradesmen who hold provincial journeyman certificates in their trades. Details of Canadian interprovincial standards examinations conducted during the 1981-82 and 1982-83 fiscal years are shown in Table 8.

As of March 31, 1983, 10,585 apprentices and journeyman tradesmen have written the interprovincial standards examination in the aforementioned trades, since the establishment of the interprovincial standard. Of this number, 7,942 received a pass mark and 7,636 of these had the interprovincial standards seal affixed to their certificates of qualification and/or certificates of completion of apprenticeship.

Table 8

Canadian Interprovincial Standards Examinations, Saskatchewan, 1981-82 and 1982-83

	1981-82			1982-83		
Trade	Number examined	Number passed	Number seals issued	Number examined	Number passed	Number seals issued
All trades	**843**	**620**	**561**	**804**	**656**	**547**
Boilermaker	1	1	1	—	—	—
Bricklaying	26	25	22	46	41	16
Carpentry	166	113	99	152	102	93
Cooking	16	10	10	12	8	7
Electrical	184	148	151	195	169	141
Heavy Duty Repair	70	40	32	50	38	34
Industrial Mechanics	64	51	39	44	34	32
Lineman (Electrical Power)	1	—	—	—	—	—
Machinist	6	5	8	23	17	8
Motor Vehicle Body Repair	21	15	13	26	23	22
Motor Vehicle Mechanics Repair	127	94	64	107	100	104
Painting	12	4	3	13	7	3
Pipefitting	18	12	8	16	10	7
Plumbing	21	12	32	10	8	10
Radio and Television Electronics	4	4	3	4	3	3
Refrigeration and Air Conditioning	9	1	2	2	—	—
Sheet Metal	40	40	33	28	28	22
Sprinkler and Fire Protection Installer	—	—	—	2	2	1
Welder	57	45	41	74	66	44

Policy Planning and Research Division

The Policy Planning and Research Division is responsible for conducting research studies on a full range of labour topics, to facilitate the review of existing programs and to determine new policy directions. Background material is provided to the Deputy Minister to assist in the establishment of the department's position on a wide variety of issues.

The division monitors, evaluates and reports on the operation of the collective bargaining process. It also collects, organizes and analyzes information on employment and industrial relations trends.

Information obtained as a result of this research is disseminated by the division. The findings of many of the studies or surveys are published, as are several annual and semi-annual reports. In most cases these reports are free of charge to any person or organization expressing interest in them.

The division also functions as the statistics bureau, information service and library of the Department of Labour.

The three units which make up the division reflect the major areas of study. They are: the Policy Planning Unit, the Data Dissemination Unit and the Collective Bargaining Analysis Unit.

Policy Planning Unit

The Policy Planning Unit is designed to undertake a broadly-based program of formal labour research activity. The purpose of this research is to assess the social and economic impact of departmental programs; to measure the effectiveness of existing programs in meeting stated policy objectives; to identify and review new trends in working conditions; to develop program forecasts and recommendations relative to current and new areas of concern to the department; and to provide appropriate research support services to other branches and divisions of the department and its associated boards and committees. The unit's sphere of activity extends to all legislative, regulatory and administrative programs of the Department of Labour.

Providing information on request.

Data Dissemination Unit

The unit collects, organizes and disseminates information to inform the public of details of departmental programs and to provide statistical assistance to administrators, policy makers and public and private data users.

During the year under review, the unit was also responsible for the operation of an informal service under which major pieces of labour legislation were provided to interested individuals, businesses and unions.

Labour Library

As part of the Data Dissemination Unit, the Labour Library services the labour-oriented information needs of the department, of other government departments, and numerous organizations and the public. Its 6,000 documents include Statistics Canada publications, federal and provincial government labour reports and other material covering a variety of labour topics.

Wage Survey

A major activity undertaken by the unit, in co-operation with Labour Canada, is the development and operation of the annual mail-out survey, designed to provide current information on occupational wage rates and on working conditions and fringe benefits within Saskatchewan.

The ninth annual survey was taken in June, 1982 among approximately 1,200 business establishments. The results, published in September 1982, provide information on the salaries and wage rates of over 60,000 employees, as well as information on the working conditions and fringe benefit provisions covering approximately 100,000 workers.

Saskatchewan Labour Report

The Saskatchewan Labour Report is published monthly. It contains current consumer price indexes provided by Statistics Canada, plus a full range of employment, wage and salary statistics. Negotiated changes in collective bargaining agreements in the province, written decisions of the Saskatchewan Labour Relations Board, and a list indicating new books and publications which may be borrowed from the Labour Library are also included in the monthly report.

Labour Legislation Booklet

The Labour Legislation Booklet is prepared biennually by the Data Dissemination Unit. The booklet provides information on the main provisions of Saskatchewan labour laws and the agencies responsible for their administration.

Publications of the Data Dissemination Unit

The following is a partial list of reports and surveys published during the year under review:

- Annual Report of the Department of Labour
- Wages and Working Conditions by Occupation, June, 1982
- Saskatchewan Labour Report
- Labour Legislation, June, 1982
- Building Permits for Major Cities, 1982

Collective Bargaining Analysis Unit

The objective of the Collective Bargaining Analysis Unit is to make available to the government and to all parties involved in collective bargaining, information with respect to industrial relations.

This is accomplished by studying all aspects of collective bargaining and in particular the provisions of collective agreeements, so as to provide impartial, better-defined bargaining criteria to conciliators, arbitrators and negotiators.

Collective Agreements

Current files of collective bargaining agreements are maintained by the unit. Information on a variety of collective bargaining subjects is constantly requested, and computer programs have been designed to permit efficient in-depth analysis of the numerous agreement provisions. During the year, such requests generated a number of studies relating to particular occupational wage rates, pay package rates, and fringe benefits such as dental plans and overtime rates.

Publications of the Collective Bargaining Analysis Unit

The Study of Saskatchewan Collective Bargaining Agreements, produced annually by the Collective Bargaining Analysis Unit, provides an examination of non-monetary provisions contained in provincial collective agreements. A total of 397 agreements, covering 60,706 employees was analyzed in the study prepared during the year under review.

The unit is also responsible for producing two semi-annual publications. One, titled Wage Adjustments in Collective Bargaining Agreements, reports on negotiated wage adjustments which become effective during the reference period. The other, the Collective Agreement Expiration Calendar, lists collective agreements that will expire during the reference period, by month of expiry, as well as by industrial sector. The calendar provides an indication of collective bargaining activity in the province.

Work Stoppages During 1982

Current information on work stoppages and time loss is maintained by the Collective Bargaining Analysis Unit.

During the calendar year 1982, there was a total of 26 work stoppages in Saskatchewan. The work stoppages involved 11,863 employees and resulted in a time loss of 416,245 worker-days.

Table 9 shows the number of work stoppages that have occurred in Saskatchewan since 1978, according to number of workers involved and worker-days lost.

Labour Union Membership

The unit conducts an annual survey of labour union membership. As of January 1, 1983, labour unions reported a total membership of 100,195, compared with 100,629 members the previous year. Table 10 provides a detailed breakdown of information obtained from the survey.

Table 9

Work Stoppages,*
Number of Workers Involved and Worker-Days Lost,
Saskatchewan, 1978-1982

Year	Number of work stoppages	Number of workers involved	Number of worker-days lost	Number of worker-days lost per non-agricultural paid worker†
1978	50	10,078	164,506	0.60
1979	36	25,293	330,987	1.14
1980	49	9,731	61,402	0.20
1981	33	4,767	61,787	0.19
1982	26	11,863	416,245	1.31

* Does not include work stoppages under federal jurisdiction.
† Based on estimated number of non-agricultural wage and salary earners in each year.

Table 10

Local Branches and Membership of Labour Unions and Associations,
by Union or Association and Affiliation,
Saskatchewan, January 1983

Union or association and affiliation	No. of locals	Member-ship
Total, all labour unions	**598**	**100,195**
Total, Canadian Labour Congress	**374**	**74,738**
Affiliated with the Canadian Labour Congress	**370**	**74,457**
Canadian Union of Public Employees	155	16,421
Saskatchewan Government Employees' Union	20	15,959
Service Employees' International Union*	4	5,764
Public Service Alliance of Canada	1	4,542
United Food and Commercial Workers' International Union*	22	3,991
Communication Workers of Canada	6	3,961
United Steelworkers of America*	21	3,661
Energy and Chemical Workers' Union	12	3,349
Grain Services Union	1	2,490
Brotherhood of Maintenance of Way Employees*	22	1,803
Office and Professional Employees' International Union*	2	1,314
United Transportation Union*	10	1,281
International Woodworkers of America*	1	1,166
Canadian Brotherhood of Railway, Transport and General Workers	11	807
Amalgamated Transit Union*	3	797
American Federation of Musicians of the United States and Canada*	2	786
International Association of Fire Fighters*	7	660
Canadian Union of Postal Workers	1	630
Hotel and Restaurant Employees' and Bartenders' International Union*	1	557
Letter Carriers' Union of Canada	10	552
Canadian Union of United Brewery, Flour, Cereal, Soft Drinks and Distillery Workers	10	539
Canadian Paperworkers' Union	2	465
Brotherhood of Railway Carmen of the United States and Canada*	6	376
United Garment Workers of America*	2	320
Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees*	3	259
Bakery, Confectionery and Tobacco Workers' International Union*[1]	1	242
National Association of Broadcast Employees and Technicians	4	191
Graphic Arts International Union*	2	170
International Printing and Graphic Communication Union*	2	164
International Typographical Union*	4	149

Table 10 (continued)

Local Branches and Membership of Labour Unions and Associations, by Union or Association and Affiliation, Saskatchewan, January 1983

Union or association and affiliation	No. of locals	Member-ship
International Union of United Mine Workers of America	1	135
International Association of Machinist and Aerospace Workers*	3	133
Association of Canadian Television and Radio Artists	1	119
Canadian Actors' Equity Association	1	119
Canadian Air Line Employees' Association	1	110
United Cement, Lime and Gypsum Workers' International Union*	3	100
International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada*	2	100
International Brotherhood of Firemen and Oilers*	2	81
Brotherhood of Railroad Signalmen*	1	68
Aluminum, Brick and Glass Workers' International Union*[2]	3	46
International Molders and Allied Workers' Union*	1	38
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America	2	36
International Union of Electrical, Radio and Machine Workers	1	6
Chartered by the Canadian Labour Congress	**4**	**281**
Association of Commercial and Technical Employees' Union	1	153
Saskatchewan Strip Miners' Union	1	64
Saskatchewan Government Employees' Union	1	35
Roche Percee Coal Miners' Union	1	29
Confederation of Canadian Unions	**1**	**39**
Canadian Association of Industrial Mechanical and Allied Workers	1	39
Affiliated only with AFL-CIO	**9**	**3,180**
United Brotherhood of Carpenters and Joiners of America	6	1,595
Labourers' International Union of North America	2	1,156
International Association of Bridge, Structural and Ornamental Iron Workers	1	429
Affiliated with AFL-CIO-CFL†	**21**	**5,750**
International Brotherhood of Electrical Workers	5	2,658
United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada	4	898
International Union of Operating Engineers	1	713
Sheet Metal Workers' International Association	1	452
International Union of Bricklayers and Allied Craftsmen	2	279
International Brotherhood of Painters and Allied Trades	2	254
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers	2	195
Operative Plasterers' and Cement Masons' International Association of the United States and Canada	2	170
International Association of Heat and Frost Insulators and Asbestos Workers	1	95
International Union of Elevator Constructors	1	36
Unaffiliated Labour Unions and Associations	**193**	**16,488**
Retail, Wholesale and Department Store Union (Saskatchewan Joint Board)	17	5,023
Saskatchewan Union of Nurses	124	4,821
Canadian Postmasters' and Assistants' Association	1	1,101
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America	2	994
The University of Saskatchewan Faculty Association	1	976
The University of Regina Faculty Association	1	547
Professional Institute of the Public Service of Canada	1	515
Regina City Policemen's Association	1	422

Table 10 (continued)

Local Branches and Membership of Labour Unions and Associations, by Union or Association and Affiliation, Saskatchewan, January 1983

Union or association and affiliation	No. of locals	Member-ship
Brotherhood of Locomotive Engineers	9	413
Saskatoon City Police Association	1	295
Health Sciences Association of Saskatchewan	1	289
Association of Postal Officials of Canada	1	128
Prince Albert City Policemen's Association	1	76
Regina Civic Middle Management Association	1	74
The Administrative Personnel Group	1	69
Ralph McKay (Canada) Ltd. Employees' Association	1	64
The Canadian Association of Policemen, Moose Jaw	1	60
Rocanville Potash Employees' Association	1	56
Regina Pioneer Village Staff Nurses' Association	1	56
J. Kearns Transport Drivers' Association	1	56
Canadian Air Traffic Control Association Inc.	1	51
Other Unaffiliated Labour Unions and Associations (membership under 50)	24	402

* Affiliated with American Federation of Labour — Congress of Industrial Organization.
† AFL-CIO-CFL = American Federation of Labour — Congress of Industrial Organization — Canadian Federation of Labour. The CFL was established in 1982 representing 10 of the building trade unions.

1. In 1982 Bakery and Confectionery Workers' International Union of America (AFL-CIO-CLC) changed its name to Bakery, Confectionery and Tobacco Workers' International Union (AFL-CIO-CLC).
2. In 1982 United Glass and Ceramic Workers of North America (AFL-CIO-CLC) changed its name to Aluminum, Brick and Glass Workers' International Union (AFL-CIO-CLC).

Source: Annual Survey of Labour Union Membership made by the Saskatchewan Department of Labour; the Federal Department of Labour and Statistics Canada under *The Corporations and Labour Unions Returns Act*.

In Canada, certain kinds of businesses fall under the legislative authority of the federal government. Establishments under federal jurisdiction include undertakings or businesses connecting two or more provinces or connecting Canada with another country. Examples are railways, highway transport, pipelines, canals, ferries, tunnels, bridges, telephone, telegraph and cable systems. Also included are all shipping and services connected with shipping; all radio and television broadcasting; all air transport, aircraft and airfields; all banks; and primary fishing where the fishermen work for wages. All other businesses, works and establishments are subject to provincial jurisdiction.

Table 11 shows the membership of labour unions under federal, as well as provincial authority, according to five general classifications of employer.

Table 11

Membership of Labour Unions According to Jurisdiction, by Category of Employer, Saskatchewan, January 1983

		Federal jurisdiction			Provincial jurisdiction		
	Both jurisdictions	Total membership	CLC affiliated	Unaffiliated	Total membership	CLC affiliated	Unaffiliated
Total	**100,195**	**15,417**	**12,947**	**2,470**	**84,778**	**61,791**	**22,987**
Private industry	30,861	2,600	2,186	414	28,261	15,053	13,208
Provincial government	36,131	—	—	—	36,131	31,578	4,553
Federal government	10,803	10,803	8,747	2,056	—	—	—
Municipal government	16,373	—	—	—	16,373	13,087	3,286
Co-operatives	6,027	2,014	2,014	—	4,013	2,073	1,940

Sources: Annual Survey of Labour Union Membership made by the Saskatchewan Department of Labour; the Federal Department of Labour and Statistics Canada under *The Corporations and Labour Unions Returns Act.*

Labour Relations Branch

Conciliation Services Division

The Conciliation Services Division provides a voluntary conciliation service to assist employers and unions in resolving disputes arising out of the collective bargaining process, with a view to minimizing conflict and work disruption.

Voluntary Conciliation

The conciliation service is offered to labour and industry upon request of either or both parties involved in a labour dispute.

Disputes may arise during negotiation for an agreement or during the renewal of existing agreements. They may also arise from the application or interpretation of agreements. In disputes resulting in a work stoppage, where no conciliation is requested, the office may approach the opposing parties with a view to resolving the problem.

Conciliation Proceedings During 1982-1983

Labour relations officers were called upon to provide conciliation in 52 disputes during the fiscal year 1982-1983, involving a total of 16,859 employees and 416 employers by location. Of these, two disputes dealt with by labour relations officers resulted in the establishment of arbitration boards, after conciliation failed to resolve the disputes. In addition, nine disputes were settled on their own after a request had been received for conciliation; one company refused conciliation; two companies were decertified after requesting conciliation; and one plant closed down after asking for conciliation. Six disputes were still pending settlement with the aid of the Conciliation Services Division on March 31, 1983.

Conciliation proceedings by industry are summarized in Table 12.

Table 12

Conciliation Summary, by Industry, Saskatchewan, 1982-83

Industry	Disputes	Workers involved	Employers involved by location
All Industries	52	16,859	416
Mining	2	130	2
Manufacturing	3	204	3
Construction	7	4,642	182
Communications	2	24	2
Trade	15	1,279	103
Service	2	118	2
Public Administration	21	10,462	122

Office of The Worker's Advocate

The Worker's Advocate Office provides assistance and advice to claimants who have difficult claims before the Saskatchewan Workers' Compensation Board. The advocates are officers of the Department of Labour, and are completely independent of the Workers' Compensation Board. They have access to all board files, records and other information relating to the claim under investigation.

Assisting Workers

The number of cases handled by the Worker's Advocate Office since its establishment in 1973 has steadily increased. Many cases are referred to the advocates simply by word of mouth. Others are referred by legal assistance clinics, private law firms, doctors, the Provincial Ombudsman, and unions. An increasing number of cases are brought to the advocates' attention by members of the Legislative Assembly and members of the House of Commons.

Upon receiving a request for assistance, the advocate conducts an investigation and advises the worker of the possible course of action. The advocate may appeal a case on an injured worker's behalf and provide representation at meetings between the claimant and the various levels of the compensation board.

The advocates may decline to provide assistance if it is believed that a claimant is not eligible for compensation. In some circumstances, the advocate may refer the claimant to the Provincial Ombudsman or other appropriate agencies for assistance.

Public Relations and Education Programs

The Worker's Advocate Office responds to all requests for speaking engagements and conducts educational programs in conjunction with the Occupational Health and Safety Branch of the Department of Labour. Emphasis is placed on education and public relations programs by the advocates, in an effort to provide assistance to workers before their compensation claims become needlessly complicated.

Claims

Many files are never actually closed by the advocates because of the nature of injuries and the potential for deterioration. As new medical knowledge is acquired and expertise in the occupational health field is gained some claims may be re-opened and reviewed. As well, injured workers frequently request the advocates to review their claims, particularly when changes in legislation have been proposed or new studies have been completed.

During the fiscal year 1982-83, the influx of claims continued. New claims for this period totalled 340. This figure does not include the number of old and closed files which were re-opened.

A summary of the cases handled by the Office of the Worker's Advocate during the period under review is shown in the tables immediately following. Table 13 provides information regarding the number of claims processed; while Table 14 shows the disposition of claims processed.

Table 13

Claims Processed by the Worker's Advocate Office, Saskatchewan, 1982-83

Claims	Number
Total claims	**918**
New claims	340
Claims carried over from 1981-82 fiscal year	436
Files re-opened	142
Claims closed	**558**
Claims remaining open as of March 31, 1983	**360**

Table 14

Claims Processed by the Worker's Advocate Office, by Disposition, Saskatchewan, 1982-83

Disposition	Number
Information provided (inquiry)	136
Investigation	568
Outside advocates' jurisdiction (referred to proper authority)	4
Claim from other province	5
Claim initiated with Saskatchewan board	21
Appeal to a medical review panel	4
Representation at the awards committee (responsible for setting permanent pensions)	25
Appeal to the earnings replacement committee	24
Appeal to claims committee (initial appeal)	78
Appeal to claims officer	11
Appeal to Workers' Compensation Board members (worker's advocate making representation)	60
Request for rehabilitation assistance	11
Appeal to rehabilitation department	16

Labour Relations Board

The main provisions of *The Trade Union Act* are administered by the Labour Relations Board. The board is empowered to issue orders that certify unions as bargaining representatives for appropriate units of employees; that require persons to refrain from unfair labour practices; and, that re-instate employees discharged contrary to *The Trade Union Act*. Also, the board may act as an arbitration board and determine any dispute referred to it by employers and trade unions.

In addition to the powers conferred on it by *The Trade Union Act*, the Labour Relations Board is empowered under *The Construction Industry Labour Relations Act* to issue orders that determine whether an organization is an employers' organization; that determine whether an employer is a unionized employer; that determine whether an employee is an unionized employee; that determine the trade division that is appropriate for the purpose of bargaining collectively; and, that determine the representative employers' organization for the purpose of bargaining collectively.

At the end of March, 1983, the membership of the board was as follows:

Dennis Ball, Chairman, Estevan
J. R. Ingram, Vice-Chairman, Saskatoon
C. C. Cave, Moose Jaw
B. McDonald, Saskatoon
A. F. Fryers, Moose Jaw
C. Lyons, Saskatoon
B. J. Keple, Regina
M. A. Jarvis, Saskatoon
K. Hutchinson, Regina
J. MacLeod, Regina
J. Forsyth, Regina

New Legislation

No new legislation became effective during the year under review.

Labour Relations Board Meetings in 1982-83

Between April 1, 1982 and March 31, 1983 the Labour Relations Board held 12 meetings lasting a total of 98 days. The average number of days per meeting was accordingly 8 days.

Applications to the Board

A total of 541 applications was considered by the board during the year under review. Of these, 533 applications were made under *The Trade Union Act*. Table 15 shows these applications by applicant, type of application and disposition. The five-year trend in the annual number of applications to the board under *The Trade Union Act*, is shown by type and disposition in Tables 16 and 17 respectively.

The eight remaining applications considered by the board, were made under *The Construction Industry Labour Relations Act*. Tables 18 and 19 show these applications by type and disposition.

Table 20 indicates that during 1982-83, a total of 148 certification orders covering 2,084 employees was issued by the board; and, seventeen certification orders affecting 459 employees were rescinded.

Labour Relations Board hearing, September, 1983. Board members (l to r): J. Forsyth, J.R. Ingram (Vice-Chairman), D. Ball (Chairman), B. Keple, B. McDonald.

Table 15

Applications to the Labour Relations Board under Sections 5, 24, 37 and 43 of *The Trade Union Act*, by Type of Application, Disposition and Applicant, Saskatchewan, 1982-83

Type of application and disposition	All applicants	CLC affiliated unions	Unaffiliated labour unions	Individual employees	Employers
Total applications	**533**	**310**	**179**	**35**	**9**
Granted	277	168	86	20	3
Dismissed	129	86	26	14	3
Withdrawn	127	56	67	1	3
Certification (Section 5, clauses a, b and c)	181	111	70	–	–
Granted	148	95	53	–	–
Dismissed	14	4	10	–	–
Withdrawn	19	12	7	–	–
Unfair labour practice (Section 5, clause d)	124	70	49	3	2
Granted	49	35	14	–	–
Dismissed	34	22	7	3	2
Withdrawn	41	13	28	–	–
Reinstatement (Section 5, clause f)	79	59	20	–	–
Granted	17	13	4	–	–
Dismissed	31	31	–	–	–
Withdrawn	31	15	16	–	–
Monetary loss (Section 5, clause g)	82	56	26	–	–
Granted	17	13	4	–	–
Dismissed	35	28	7	–	–
Withdrawn	30	15	15	–	–
Amendment or rescission (Section 5, clauses i, j, k, l)	61	14	14	26	7
Granted	43	12	11	17	3
Dismissed	12	1	2	8	1
Withdrawn	6	1	1	1	3
Exclusion on religious grounds (Section 5, clause l)	5	–	–	5	–
Granted	3	–	–	3	–
Dismissed	2	–	–	2	–
Withdrawn	–	–	–	–	–
Reference of dispute (Section 24)	1	–	–	1	–
Granted	–	–	–	–	–
Dismissed	1	–	–	1	–
Withdrawn	–	–	–	–	–
Transfer of obligations (Section 37)	–	–	–	–	–
Granted	–	–	–	–	–
Dismissed	–	–	–	–	–
Withdrawn	–	–	–	–	–
Technological change (Section 43)	–	–	–	–	–
Granted	–	–	–	–	–
Dismissed	–	–	–	–	–
Withdrawn	–	–	–	–	–

Table 16

Applications to the Labour Relations Board under Sections 5, 24, 37 and 43 of *The Trade Union Act*, by Type of Application, Saskatchewan, 1978-79 – 1982-83

Type of application	1978-79	1979-80	1980-81	1981-82	1982-83
Total applications	**361**	**316**	**408**	**570**	**533**
Certification (Section 5, clauses a, b and c)	146	156	179	249	181
Unfair labour practices (Section 5, clause d)	65	48	82	110	124
Reinstatement (Section 5, clause f)	37	34	40	75	79
Monetary loss (Section 5, clause g)	34	35	41	77	82
Company dominated (Section 5, clause h)	–	–	1	–	–
Amendment or rescission (Section 5, clauses i, j, k, l)	70	40	60	46	61
Exclusion on religious grounds (Section 5, clause l)	5	2	3	8	5
Reference of dispute (Section 24)	1	–	2	2	1
Transfer of obligation (Section 37)	–	–	1	2	–
Technological change (Section 43)	3	–	–	1	–

Table 17

Applications to the Labour Relations Board under *The Trade Union Act*, by Disposition, Saskatchewan, 1978-79 – 1982-83

Year	Total applications	Granted	Dismissed	Withdrawn	Determined*
1978-79	361	195	63	103	–
1979-80	316	218	60	38	–
1980-81	408	233	76	98	1
1981-82	569	332	83	152	2
1982-83	533	277	129	127	–

* Under *The Trade Union Act* the board may determine the outcome of any dispute referred to it, by either party to the dispute. The decision of the board shall be final and binding.

Table 18

Applications to the Labour Relations Board under Sections 6, 11 and 17 of *The Construction Industry Labour Relations Act*, by Type of Application, Disposition and Applicant, Saskatchewan, 1982-83

Type of application and disposition	All applicants	CLC affiliated unions	Unaffiliated labour unions	Employers
Total applications	**8**	**5**	**2**	**1**
Granted	4	2	2	—
Dismissed	2	2	—	—
Withdrawn	2	1	—	1
Section 6	**1**	**—**	**—**	**1**
Granted	—	—	—	—
Dismissed	—	—	—	—
Withdrawn	1	—	—	1
Section 11	**—**	**—**	**—**	**—**
Granted	—	—	—	—
Dismissed	—	—	—	—
Withdrawn	—	—	—	—
Section 17	**7**	**5**	**2**	**—**
Granted	4	2	2	—
Dismissed	2	2	—	—
Withdrawn	1	1	—	—

Table 19

Applications to the Labour Relations Board under Sections 6, 11 and 17 of *The Construction Industry Labour Relations Act*, by Type of Application, Saskatchewan, 1981-82 and 1982-83

Type of application	1981-82	1982-83
Total applications	**2**	**8**
Section 6	—	1
Section 11	1	—
Section 17	1	7

Table 20

Certifications and Rescissions of Certifications Granted by the Labour Relations Board, Saskatchewan, 1982-83

Affiliation	Certifications		Rescissions of certifications		Net increase in the number of employees in certified bargaining units
	Number of orders	Employees affected	Number of orders	Employees affected	
Total	**148**	**2,084**	**17**	**459**	**1,625**
CLC	95	1,340	8	116	1,224
Unaffiliated	53	744	9	343	401
Employee	—	—	—	—	—

Occupational Health and Safety Branch

The Occupational Health and Safety Branch is responsible for administering and enforcing the provisions of *The Occupational Health and Safety Act*. The Act deals with the protection of workers against risks to their health or safety arising from their employment.

The branch achieves its mandate through the inspection of workplaces by the Occupational Health and Safety Unit, the Mine Safety Unit and Occupational Hygiene Unit; the provision of advice and information through the inspection units, the Toxicology and Radiation Safety Units and the Education and Research Division; and the provision of information bulletins, courses on occupational health and safety and support of occupational health committees.

Education and Research Division

The Education and Research Division is responsible for organizing and conducting training courses and programs to assist occupational health committees to better discharge their duties under the Act and regulations; for preparing and distributing hazard alerts and other information on significant occupational health and safety matters; for responding to requests for information from other branch personnel, other government bodies, committees, and the public; for co-ordinating the preparation of regulations and supporting explanatory and interpretational material; and for preparing and maintaining statistics on occupational accidents and morbidity.

Education Program

An Occupational Health and Safety Training course was conducted by division personnel for 38 joint classes attended by 203 worker and 255 management members of occupational health committees.

Library

The Occupational Health and Safety Library continued to meet increasing demands for material and reference services. The film lending service was heavily used, with 2,350 showings to worker audiences totalling approximately 42,054 persons. The film library currently holds 114 films.

Occupational Health and Safety Unit

The occupational health officers in this unit are responsible for conducting health and safety inspections at all Saskatchewan workplaces (other than mines) to which *The Occupational Health and Safety Act* applies, in order to secure compliance with the Act and regulations and to assist with the effective functioning of occupational health committees.

Inspections

During the fiscal year 1982-83, occupational health officers, accompanied by occupational health committee members, conducted 1,977 inspections and ordered the correction of 707 contraventions of the Act and regulations. Of the total number of inspections conducted by the officers, 86 percent or 1,714 inspections revealed no contraventions of the Act or its regulations. Monitoring of working environments and other related concerns required 38 visits.

Occupational health officer in discussion with an occupational health committee member.

Occupational Health Committees

The occupational health officers continued to assist workers and employers to improve and strengthen the functioning of the occupational health committees. During the fiscal year, the officers made contact with committees on 826 occasions.

Investigations

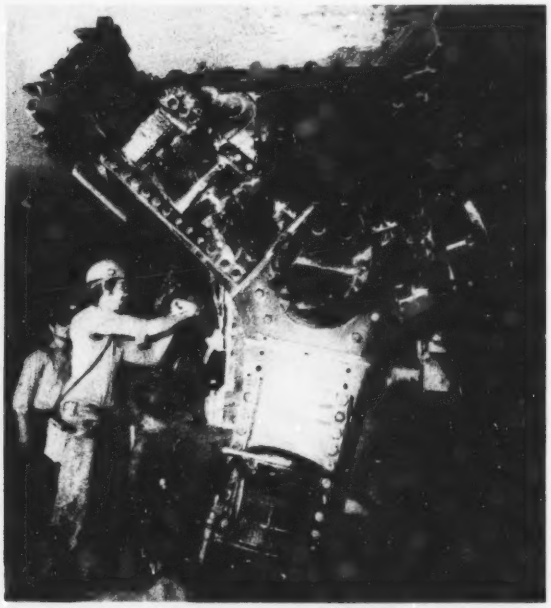
Investigations were conducted into 22 accidents, including 12 which involved loss of life. Special investigations were also conducted in response to complaints from workers, families, and other interested persons.

Mine Safety Unit

The functions of the Mine Safety Unit are to ensure that mining operations in Saskatchewan are conducted in accordance with the requirements of *The Occupational Health and Safety Act*, Mines Regulations and other associated regulations; to promote the effective operation of the occupational health committees at all mines and to promote healthy and safe working conditions by giving advice and guidance to operators or workers, either individually or through the committee structure.

Inspections

Compliance with the legislation, at mining operations, is achieved by regular inspections. Inspectors of the unit wrote 227 inspection reports containing 1,550 notices of contravention during the year ending March 31, 1983. Comparable figures for 1981-82 were 288 and 2,474 respectively. Inspectors also carried out investigations of serious accidents and dangerous occurrences; inspected hoisting systems; carried out radiation, ventilation and dust surveys; and made necessary investigations before issuing approval for various phases of mining operations.



Cory Potash Mine, Saskatoon, Saskatchewan.

Mine Rescue

The Mine Safety Unit took an active part in the training of mine rescue personnel. Eleven sessions for mine rescue instructors, co-ordinators and mine rescue committees were held. Fourteen in-plant inspections were held involving a total of 110 people. One two-day training session with 21 inspectors was also held. Eight examinations resulted in 40 Mine Rescue Person Certificates and 36 Certificates of Competency in Supervisory Duties in an Emergency being awarded.

Five mine rescue competitions were judged, including the provincial and national competitions. The Provincial Mine Rescue Competition, sponsored by the Saskatchewan Mining Association was judged by inspectors of the unit. The First Aid Competition was won by Key Lake Mining Corporation and the Mine Rescue Competition was won by the Potash Corporation of Saskatchewan, Lanigan Division. The Canadian Mine Rescue Competition which was held in British Columbia was won by Saskatchewan provincial competition winners.

Courses — Certification Programs

Inspectors of the unit conducted examinations for Blasting Certificates; 50 certificates were awarded. Examinations for Hoisting Certificates were also held; 51 certificates were awarded.

The Mines Regulations require that workers in underground and open pit operations be supervised by supervisors possessing specified qualifications, including a certificate indicating satisfactory knowledge of the law pertaining to health and safety. Following examinations by the Mine Safety Unit, 153 such certificates were issued during the year under review.

Accidents

During the year under review, two mine workers were killed compared with five fatalities in the previous reporting period. The lost time accident rate for this year was 38, compared with 38 in 1981, 37 in 1980, 38 in 1979 and 35 in 1978.[1]

[1]The rate is the number of hours lost per million hours worked (calendar years have been used for comparison)

Occupational Hygiene Unit

The Occupational Hygiene Unit is concerned with the identification and control of health hazards in the workplace. It collects scientific data on the workplace environment from which decisions are made on the need for and urgency of corrective measures to prevent ill health. Recommendations on engineering control measures are made to industry where appropriate.

The unit also provides information and advice to industry through occupational health officers, printed material and by direct contact with the workforce. Thus, 35 workplaces were visited to advise on working conditions relating to health and 52 contacts were otherwise made with industry to provide information. Approximately 20 percent of these were related to noise.

The unit conducted 104 surveys, most of which were in response to concerns referred to the branch. Of these, approximately 18 percent were related to ill-defined symptoms or discomfort in office and warehouse environments for which no specific cause could be determined. In some cases, reduced ventilation to conserve energy aggravated the situation.

Seven surveys were made to assist the Public Health Department in determining the probability of infant incubators being contaminated with mercury. An examination was made of the environment in a uranium mill in which co-operative monitoring by the unit and mine management has been initiated. Concerns of workplace contamination by vehicle exhaust persisted throughout the winter months, as in previous years.

Laboratory

The laboratory provides analytical services necessary to support branch programs and is responsible for the maintenance and calibration of field equipment used in these programs. During the fiscal year, a total of 913 samples of workroom contamination, commercial products and urine of workers was examined to evaluate dangers in the workplace. Approximately 12 percent of these samples were submitted by the Mine Safety Unit as part of its environmental surveys.

Industrial Toxicology Unit

The Industrial Toxicology Unit provides toxicological/medical support for other units in the branch. It provides advisory services on occupational health matters to occupational health committees, labour unions, practising physicians and federal and provincial government bodies. Medical support is presently being obtained on a consultant basis from several practising physicians, who also provide medical evaluation and/or supervision of workers exposed to hazardous processes. Special investigations are conducted into health and toxicological problems at workplaces.

During the year under review, 18 places of employment were investigated for working conditions which may have resulted in the occurrence of several occupational diseases. Workers were interviewed and the use of toxic chemical substances was reviewed.

The unit responds to inquiries concerning toxicological properties of industrial material,

Occupational Hygiene Unit

hazards associated with industrial processes, limitations of existing standards and work-relatedness of diseases; and, provides scientific evidence to substantiate any advice or recommendation. During the year, research was conducted and advisory services were provided in response to 38 such inquiries. Responses were provided to 28 inquiries for information about industrial substances of established toxicological nature.

The unit evaluates research findings and makes recommendations for modifications of the existing regulations, as required, to reflect new scientific knowledge. Adequacy of existing standards for arsenic, formaldehyde, ehtylene oxide and diesel emissions is, at present, under review.

Safety Services Division

The objective of the Safety Services Division of the Occupational Health and Safety Branch, is to ensure maximum safety to industry and the general public in the fields of boiler and pressure vessel installations; electrical and elevator installations; fire safety; gas installations; and radiation safety.

The Safety Services Division, organized into five units, regulates the licensing and inspection of all relevant equipment and the procedures for installation and operation of that equipment. In addition, the division provides an information program to educate industry and the public, with respect to the fields of safety within its responsibility.

Boiler and Pressure Vessel Safety Unit

The purpose of the Boiler and Pressure Vessel Safety Unit is to provide minimum safety standards with respect to the design, construction, installation, operation and maintenance of both high and low pressure boilers, pressure vessels of all types, pressure plants and other related hazardous equipment.

All pressure vessels and boilers used in the province are inspected periodically. In addition, all new designs of boilers and pressure vessels and related equipment are inspected by the unit before they are installed. The unit is also responsible for examining and licensing all power engineers, firemen and pressure welders who will be operating or repairing equipment in the province.

Legislation and Regulations

The Boiler and Presure Vessel Safety Unit administers *The Boiler and Pressure Vessel Act* and regulations made thereunder. During the year under review, the schedule of fees provided for in Saskatchewan Regulations Chapter B-5 Reg 1 was amended by Saskatchewan Regulations 137/82. There were no amendments to the Act.

In the interest of uniformity of safety standards throughout Canada, the following codes and specifications have been adopted by order-in-council and are administered as part of the regulations under *The Boiler and Pressure Vessel Act*:

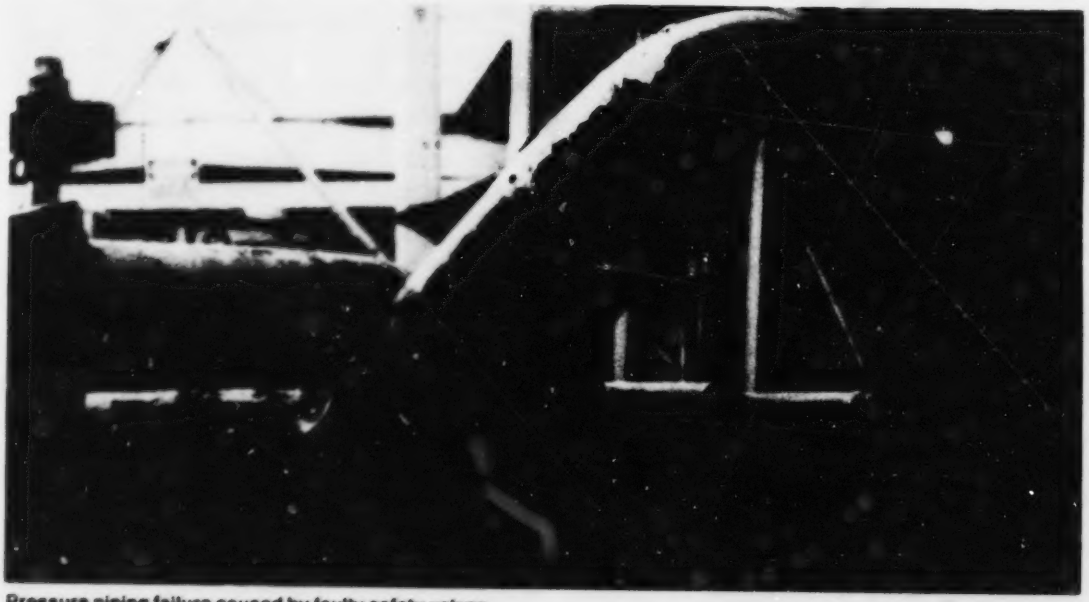
(a) C.S.A. Code B51;

(b) C.S.A. Code B52;

(c) A.N.S.I. Code for pressure piping;

(d) A.S.M.E. Code for boilers, pressure vessels and pressure welding, sections one to eleven inclusive;

(e) Department of Transport specifications for construction and testing of liquefied propane portable cylinders.



Pressure piping failure caused by faulty safety valves.

Inspections

The Boiler and Pressure Vessel Act provides for periodic inspections of all high pressure boilers in power plants, low pressure boilers in heating plants and all other pressure vessels and pressure plants used in connection with air, hot water, steam, oil, liquefied propane, compressed gas or for refrigeration purposes. It also provides for shop inspection of all pressure vessel construction performed in manufacturing plants.

Boilers, refrigeration plants and pressure vessels in refineries are subject to inspection once annually. Pressure vessels must be registered with the department annually.

During the year under review, inspectors made a total of 12,865 inspections. Included in this total were inspections of 403 new boilers, 404 pressure vessels and 31 refrigeration plants which were installed in the province. Of these, 121 were manufactured in the province and were shop-inspected by inspectors during construction.

Inspectors also reset and sealed 579 safety valves, mostly used on oilfield vessels, and rerated six oilfield treater vessels. Seven vessels not stamped previously with the registration number were stamped by inspectors.

A total of 2,109 improvement orders, or recommendations pertaining to improper or hazardous conditions was made by unit inspectors in accordance with *The Boiler and Pressure Vessel Act*, and regulations thereunder.

Under contract arrangements with the Canada Department of Labour, 530 inspections were made under that department's Safety Code.

The number of inspections under *The Boiler and Pressure Vessel Act*, during 1981-82 and 1982-83 are shown below in Table 21.

Table 21

Number of Inspections under *The Boiler and Pressure Vessel Act*, Saskatchewan, 1981-82 and 1982-83

Type of inspection	1981-82	1982-83
Total	**15,243**	**12,865**
Boilers	7,368	8,016
Pressure vessels	7,329	4,289
Refrigeration plants	546	560

Approval and Registration of Design

As provided in the regulations under *The Boiler and Pressure Vessel Act*, design drawings and complete specifications of every new design of a boiler, pressure vessel or fitting to be used in connection therewith, for use in the province, must be submitted to the office of the chief inspector for approval and registration before construction may be legally commenced.

During the year under review, 902 new designs were received and checked for compliance with the various regulations in force and the engineering codes adopted. Of these 736 were registered and 166 were rejected. This number includes 128 welding procedures, some of which were single units, but most of which were in multiple groups.

Thirty-seven design lay-outs for boiler and pressure vessel installations in new buildings were reviewed.

Engineers' and Firemen's Qualifications

Every engineer or fireman responsible for the operation of a high pressure boiler, a low pressure boiler of 300 or more kilowatts, a steam plant, or refrigeration plant must hold a certificate of an appropriate class, as specified in *The Boiler and Pressure Vessel Act*. Such certificates are issued to persons who have the necessary qualifications and pass an examination.

All permanent certificates are valid for as long as they continue to be registered annually with the unit. Temporary certificates are valid for one year from the date of issue and may be renewed without examination, if application for renewal is made in accordance with the regulations.

Under Section 29 of *The Boiler and Pressure Vessel Act*, the chief inspector may, in exceptional circumstances, issue a 30-day permit authorizing the operation of a steam plant by a person holding a certificate one class lower than the appropriate class.

Table 22 shows certificates issued and the number of examination papers written, in each classification, during the year under review.

Table 22

Engineers' and Firemen's Qualifications, Saskatchewan, 1982-83

Type of certificate or examination	Examination papers written	Certificates issued	Annual registrations
Permanent certificates	**974**	**289**	**3,218**
First class	106	6	197
Second class	154	24	351
Third class	275	44*	514
Fourth class	306	115	868
Fifth class	100	74†	715
Heating plant engineer's	—	—	12
Refrigeration engineer's	33	26	557
Final traction engineer's	—	—	3
Fireman's permanent	—	—	1
Temporary certificates	**748**	**3,851**	**—**
Provisional	—	—	—
Special provisional	50	218	—
Fireman's	627	3,307	—
Refrigeration operator's	71	216	—
Thirty-day permits	—	15	—
Ninety-day permits	—	95	—

* Includes two duplicates

† Includes four Fifth class certificates issued in lieu of failed Fourth class examinations.

Note: The above totals include the following certificates issued on an exchange with other provinces: one First class certificate, three Second class certificates, five Third class certificates and three Fourth class certificates.

Pressure Welding Qualifications

Welding regulations under *The Boiler and Pressure Vessel Act*, provide that any pressure welding on a boiler, pressure vessel, pressure piping, or pressure plant may be done only by persons authorized by the Boiler and Pressure Vessel Safety Unit.

Welding authorizations are issued to persons who have passed a welder's qualification test, supervised by an inspector appointed under *The Boiler and Pressure Vessel Act*. They are renewable 18 months from the test date, subject to testing.

The number of welding qualification tests conducted during the 1981-82 and 1982-83 fiscal years is shown below in Table 23.

Table 23

Welding Qualification Tests, Saskatchewan, 1981-82 and 1982-83

Type of test	1981-82	1982-83
Total tests	**1,104**	**825**
Qualification tests (each for four positions)	873	611
Pipeline and other special tests	231	214

Accidents

Three accidents were reported during this fiscal year resulting in two people being hospitalized with injuries.

Prosecutions

Three prosecutions were initiated under the Act, two of which were withdrawn.

Electrical and Elevator Safety Unit

The Electrical and Elevator Safety Unit is responsible for the protection of the public from personal injury or property damage as a result of unsafe electrical and elevator installations or equipment.

The unit examines new electrical installations, equipment and alterations and additions made thereto. It re-inspects certain existing electrical installations and examines all electrical equipment intended for distribution in the province. The unit periodically inspects all passenger and freight elevators intended for installation in the province. The unit licenses contractors, employers and tradesmen making electrical installations; suppliers of electrical equipment; and, all elevators and elevator contractors.

Inspection Districts

For the purpose of the conducting of electrical inspections, the province is divided into 15 rural districts and two city districts, namely Regina and Saskatoon. Electrical inspectors for rural districts, not in the immediate vicinity of these two cities, are located in North Battleford, Moose Jaw, Prince Albert, Tisdale, Yorkton, Swift Current and Estevan. For inspection of elevators, the province is divided into two areas, with an inspector located in Regina and another in Saskatoon.

Legislation and Regulations

The Electrical and Elevator Safety Unit enforces *The Electrical Inspection and Licensing Act, 1981*; *The Passenger and Freight Elevator Act*; and regulations made under both Acts.

Along with supplementary and amending modifications, Parts I, II and V of *The Canadian Electrical Code* have been adopted as requirements governing electrical installations in Saskatchewan.

During the 1982-83 fiscal year, The Passenger and Freight Elevator Regulations, 1982, Chapter P-4 Reg 1, Order-in-Council 1808/82, became effective January 1, 1983. Neither of the Acts was amended.

Electrical Inspections

Under the provisions of *The Electrical Inspection and Licensing Act, 1981*, permits must be obtained for all new electrical installations, additions and alterations on consumer property, and lightning rod installations.

Inspecting emergency brake on elevator.

During the year under review, 3,772 permits for very minor installations were cleared without inspection. The inspection time saved through this policy was diverted to planned re-inspection of existing high-occupancy buildings and to the responding to increasing demand for information, from the public and tradesmen.

In Regina, Saskatoon and Moose Jaw, sampling inspections were made before electrical wiring was covered; and, on all but very minor installations, inspections were made upon completion. In other areas, inspections are deferred until after the installation has been completed, except for larger installations, which require scheduled visits.

If inspections reveal non-conformance to the Act or regulations thereunder, the contractor is required to make the necessary alteration within a specified time. The same procedure is followed with respect to sub-standard lightning rod installations. Existing installations are re-inspected upon requests made by fire departments, insurance companies, utilities or contractors, and by individuals concerned about safety of wiring. Owners of installations constituting a potential hazard are required to bring such installations up to standard within a specified time, which varies depending on the degree of hazard involved.

Upon examination of 23,990 installations during the period under review, 3,954 notices were issued requesting contractors or owners to remove hazards from defective installations. Of these defective notices, 768 were issued in connections with old, existing installations.

Licensing

The contractor, employer and journeyman making electrical installations, and every person engaged in the business of a supply house must hold an appropriate licence as specified in *The Electrical Inspection and Licensing Act, 1981.*

The licence indicates the qualifications of the holder, and is used as a means of control, in enforcing the Act and regulations thereunder. Table 24 shows the number of licences issued to contractors, employers, journeymen and operators of supply houses, under the authority of the Act during the fiscal years 1981-82 and 1982-83.

Table 24

Licences Issued under
The Electrical Inspection and Licensing Act, 1981,
Saskatchewan, 1981-82 and 1982-83

Type of licence	1981-82	1982-83
Total	**1,245**	**1,263**
Contractor's	**480**	**495**
Full — one-year	192	164
Full — five-year	182	207
Restricted full — one-year	5	7
Restricted full — five-year	14	15
Limited — one-year	87	102
Limited — five-year	—	—
Employer's	**102**	**114**
Journeymen's	**634**	**628**
General	587	592
Restricted	34	34
Temporary	13	2
Supply house's	**29**	**26**

Plans and Equipment Approvals

During the year under review, plans and equipment approvals for 298 institutional and industrial projects were reviewed and approved or commented on. There were 126 special acceptances of equipment of special design, after inspection and test by staff of the unit.

Prosecutions

Two charges were laid during the year under review. Convictions were obtained in both cases.

Elevator Inspections

The Passenger and Freight Elevator Act and regulations made thereunder, provide for periodic inspection of passenger and freight elevators in the province and for the annual licensing of elevators and elevator contractors. They require further, that plans and specifications of new installations be submitted to the unit for approval and registration.

During the year under review, the unit made 1,533 routine elevator re-inspections, 77 acceptance inspections and 40 special inspections. Special inspections are those made for insurance companies, those made for purposes of approving major changes in installations and those required to determine whether equipment falls under jurisdiction of the Act, whereas acceptance inspections are those done on new installations before they are permitted to be placed in service.

Licensing

Table 25 shows the number of annual licences issued during the years 1981-82 and 1982-83.

Table 25

Licences Issued under
The Passenger and Freight Elevator Act,
Saskatchewan, 1981-82 and 1982-83

Type of licence	1981-82	1982-83
Total	**1,501**	**1,541**
Passenger elevator	893	921
Freight elevator	239	226
Hand-power freight	16	15
Hydraulic freight	67	73
Electric dumbwaiter	155	153
Stairglide	4	5
Wheelchair lift	12	30
Manlift	42	43
Escalator	21*	16*
Workman's hoist	—	3
Chair lift	—	—
Handle tow	4	5
T-bar	7	8
Rope tow	18	17
Elevator contractor's — Class "A"	11	13
— Class "B"	12	13

Note: Licences issued cover 43 escalators.

Table 26

Approvals and Registrations Issued under
The Passenger and Freight Elevator Act,
Saskatchewan, 1981-82 and 1982-83

Type of installation	1981-82	1982-83
Total	**98**	**64**
Passenger elevator	57	29
Freight elevator	12	1
Dumbwaiter	2	2
Stairglide	3	1
Wheelchair lift	13	19
Manlift	—	10
Escalator	5	—
Workman's hoist	1	2
T-bar	—	—
Rope tow	5	—

New Installations

During the period under review, 64 specifications of new installations and major alterations were approved and registered, as shown in Table 26.

Prosecutions

There were no prosecutions for offences under *The Passenger and Freight Elevator Act* and regulations thereunder during the year under review.

Fire Safety Unit

The Annual Report of the Fire Commissioner is published separately, based on the same fiscal year as is this report. It contains more detailed information on the activities of the Fire Safety Unit, the causes of the fires and the extent of fire loss in Saskatchewan.

The purpose of the Fire Safety Unit is to protect the public from loss of life or property as a result of fire.

The unit inspects public buildings, prepares educational and practical programs in fire prevention, aids in the training of volunteer firefighters, carries out fire and arson investigations, examines plans and specifications of public buildings, keeps a record of information on fires in the province and provides assistance to other government departments, municipalities, industry and organizations with respect to fire safety matters.

Inspection Districts

The province is divided into nine districts with fire inspectors based in Saskatoon, Swift Current, Prince Albert, North Battleford and Yorkton. Five inspectors work out of the Regina office; two of these conduct the fire training program.

Legislation and Regulations

The Fire Safety Unit enforces *The Fire Prevention Act, 1980* and the regulations enacted thereunder.

In addition the unit enforces those regulations with respect to fire precautions adopted under *The Housing and Special-care Homes Act, The Mental Health Act* and *The Civil Defence and Disaster Act.*

Inspections

Inspectors of the Fire Safety Unit carried out an inspection program in 1982-83 in various classes of buildings with the exception of dwellings, where inspections were made only as a result of a complaint or obvious hazard. Inspection of dwellings by local authorities is encouraged because of the large inspections staff which would otherwise be required for this activity. Hospitals, institutional buildings, schools and other places of public assembly were inspected in the interest of fire safety. Government-owned buildings were also inspected for fire safety and evacuation procedures.

Routine inspections were conducted during the fiscal year in 206 towns, villages and hamlets.

In large urban municipalities where paid fire departments are in existence, local fire departments are encouraged to make inspections of public buildings, except in special circumstances where provincial attention is required.

During the year, fire prevention officers made 6,028 inspections excluding oil burner inspections, which are mentioned elsewhere in this report. Of this number 707 were special inspections and 755 were re-inspection follow-ups on previous orders. A total of 907 orders to remedy certain conditions within specified periods of time was issued.

Plans and Specifications

During the fiscal year ended March 31, 1983, 1,206 plans and specifications of new buildings, or additions to existing buildings, were reviewed. Of these 407 were approved with minor provisions and 675 were approved subject to alterations. Approval was not given in 124 examinations, either because of requirements for major re-design or because the review was only advisory. The above figures do not include sketches and drawings which were reviewed in consultation with architects and other interested persons previous to the preparation of preliminary and/or final drawings.

As in previous years, plans required to be submitted were examined in compliance with the Flammable Liquids Regulations, the Hotel Regulations, the Hospital Fire Regulations, the Regulations Governing Fire Safety in Educational Buildings, the Regulations Governing Installation of Automatic Sprinkler Systems, and pertinent sections of the regulations under *The Housing and Special-care Homes Act.*

In examining plans submitted for government buildings and plans voluntarily submitted for structures such as churches, lodge rooms, and drycleaning plants, the Fire Safety Unit continued to apply the National Building Code of Canada as widely as possible. Codes of the National Fire Prevention Association and other standards of good practice are also used for this purpose.

Table 27 shows the number of plans and specifications reviewed since 1980-81.

Table 27

Plans and Specifications Reviewed, by Disposition, Fire Safety Unit, Saskatchewan, 1980-81 – 1982-83

Disposition	1980-81	1981-82	1982-83
Total	**1,356**	**1,254**	**1,206**
Approved	382	333	407
Approved subject to alteration	771	747	675
Rejected or pending	203	174	124

Fire Investigation

The number of fire investigations conducted by the Fire Safety Unit and police departments during 1982 totalled 222. A total of 35 charges was laid. The investigations included cases in which arson was suspected and also cases in which, for preventive reasons, it was deemed in the public interest to determine the cause of the fire. While fire prevention officers made a number of investigations unassisted, in many cases they assisted law enforcement officers in determining causes of fires — whether of accidental or intentional origin.

Fire Record

Under the provisions of *The Fire Prevention Act, 1980*, the Fire Commissioner is required to maintain a record of fires occurring in the province, including facts relating to origin and circumstances, as determined by Fire Safety Unit investigations and reports of adjusters and police. Fire loss statistics are recorded on a calendar year basis and are reported in detail in the Annual Report of the Fire Commissioner.

A total of 3,209 fires was reported in 1982. Electricity was the largest single cause of fire, accounting for 20.1 percent of the total number of fires or 651 fires. Other leading causes were: flammable liquids (18.9 percent — 606 fires), coal or wood (11.1 percent — 356 fires) and smokers' materials (8.5 percent — 274 fires).

The property loss for 1982 was $29,361,627. Fires in homes continued to be highest in number; in 1982, 35.8 percent of all fires reported were in homes. This represents a total of 1,150 fires with property loss of $12,748,548.

The number of lives lost in fires in Saskatchewan increased in 1982 from the previous year. In 1982, 40 persons (seven children and 33 adults) lost their lives in fires, as compared with 32 persons in 1981.

Oil Burners

The Fire Prevention Act, 1980, and regulations thereunder require that distributors and wholesalers of oil burners obtain an annual licence, and that firms or persons installing and servicing oil-burning equipment take out an annual or quinquennial licence, as authorization by the Fire Commissioner for such work. The number of licences and the number of oil burner installation permits issued during the fiscal year ended March 31, 1983, are shown below in Table 28.

During the fiscal year 1982-83, 759 oil burner inspections were made.

Fire Prevention Education Program

The Fire Safety Unit continued to advise municipal councils and fire departments on fire protection requirements. A total of 74 fire department surveys was made during the year. Inspectors advised institutions, hospitals and hotels on fire emergency programs, fire exit drills and other safety matters. In addition, inspectors attended 94 special meetings with fire chiefs, local authorities and other persons concerned with fire prevention.

During the year under review, fire prevention films owned by the Fire Safety Unit were widely used throughout the province by arrangement with SaskMedia. A total of 260 film showings was conducted by fire prevention officers during 1982-83. In addition, 200 school lectures and 23 school fire drills were carried out by fire prevention officers.

Fire Prevention Week

In 1982, the week of October 3 to 9 was designated as Fire Prevention Week and was emphasized by means of lectures to school children, distribution of films, special fire

Table 28

Oil Burner Licences and Permits Issued under *The Fire Prevention Act, 1980*, Saskatchewan, 1981-82 and 1982-83

Type of licence or permit	1981-82	1982-83
Total oil burner licences	**129**	**109**
Wholesalers' or manufacturers' (annual)	12	11
Installers' (annual)	42	41
Installers' (quinquennial)	75	57
Total oil burner permits (annual)	**106**	**71**

prevention literature, news releases and special messages from both the minister in charge of *The Fire Prevention Act, 1980*, and the Fire Commissioner.

The Fire Safety Unit again sponsored the annual Fire Prevention Poster Competition for public and high schools. Thirty-three cash awards were provided. The competition was divided into eight groups, covering Grades 1 to 12 in four divisions for city and rural school categories. A total of 4,658 entries was received. Winners of the contest were notified of their awards by the minister in charge of *The Fire Prevention Act, 1980*. The awards were made public through the press, radio and television.

Firefighters' Training and Fire Prevention Programs

During the fiscal year, training schools for volunteer firefighters were conducted in 33 towns and villages located throughout the province. In addition, three instructor and three pump operator courses were held during the winter of 1982-83. Of the 2,046 registrants at these schools, 560 student firemen completed the training courses and received certificates.

Fire prevention officers lectured and gave tabletop fire demonstrations at one dangerous goods seminar; at 21 fire prevention meetings in hospitals, schools, hotel association workshops, and other similar events; and to R.C.M.P. recruit training classes at one fire safety course, during the 1982-83 fiscal year.

Fire Protection Associations in Saskatchewan

There are now over 75 rural fire protection associations in operation, protecting rural homes or a combination of rural and urban homes in smaller centres. Most of the associations cover districts, financed on a taxation basis, and they protect from one to three rural municipalities. They include some towns, villages and hamlets within their particular rural municipalities. Several rural fire departments are operating on a co-operative basis and by subscription.

Provincial legislation provides for agreements to share the cost of firefighting equipment under the various municipal Acts, and provides for taxation over all or part of any municipality for fire protection. There are over 325 pumping units in the province, each with a capacity of 420 gallons or more per minute.

Volunteer firefighters' training school, Avonlea, Saskatchewan.

Gas Safety Unit

The objective of the Gas Safety Unit is to protect the public from loss of life and property by ensuring that gas piping, appliances and equipment on consumer property are installed and operated in a safe manner.

The unit inspects new installations and any alterations, replacements or additions made to existing installations. Existing installations in domestic dwellings and in public and high occupancy buildings are periodically re-inspected. The Gas Safety Unit licenses contractors, employers and tradesmen making installations; manufacturers and suppliers of consumer equipment; bulk propane dispensing plants and filled propane cylinder dealers. The unit examines gas appliances and equipment stocked for redistribution within the province and may field-test one-of-a-kind gas fired units not specifically covered by an authorized national standard.

Inspection Districts

For purposes of inspection, the province is divided into nine districts with offices in Regina, Moose Jaw, Swift Current, Saskatoon, North Battleford, Prince Albert, Humboldt, Estevan and Yorkton. Five inspectors and the assistant chief are assigned to Regina and its five sub-districts, five inspectors are assigned to Saskatoon, two to Moose Jaw, Prince Albert and North Battleford and one each to the remaining cities.

Legislation and Regulations

The Gas Safety Unit administers *The Gas Inspection and Licensing Act* and regulations thereunder. During the year under review, regulations to amend The Gas Installation, Fees and Licensing Regulations, 1982 became effective on January 1, 1983. There were no amendments to the Act.

Inspections

Installations made in cities receive a minimum of two inspections. The first constitutes a visual inspection of equipment and a pressure test of the gas piping before connection to the utility metered service line. The follow-up or final inspection, conducted where possible within three months of gas turn-on, is a detailed operational checkout of appliances, safety controls, venting and fire prevention clearances. When installations fail to conform to provincial minimum standards, inspectors list the deficiencies requiring correction. Immediate hazards are reported to contractors orally or by telephone, followed by a notification in writing stating the period of time in which corrections must be made.

In rural areas, utility fitters conduct first inspections on new domestic installations to which they are requested to give service. Unit inspectors make regularly scheduled calls to finalize and approve these installations.

Unit inspectors also attend the initial turn-on and test firing of commercial and industrial gas fired boilers and equipment with an input in excess of 400,000 B.t.u. per hour.

A total of 74,932 inspection calls was made during the period under review, a breakdown of which is shown below in Table 29. A total of 5,396 written notices requesting correction or removal of hazards to life, health or property was issued on new installations; and a similar number of correction orders listing lesser hazards were left with owners of existing installations. Immediate hazards to life, health and property necessitate follow-up inspection. Lesser hazards are spot-checked to determine the extent of corrective compliance.

Table 29

Number of Inspections, by Type of Inspection, Gas Safety Unit, Saskatchewan, 1981-82 and 1982-83

Type of inspection	1981-82	1982-83
Total	**76,220**	**74,932**
First (leak test prior to meter set)	11,079	11,213
Final (acceptance test)	13,985	13,614
Additions (new and used appliances)	3,806	3,803
Replacements (defective appliances)	9,367	9,566
Piping alterations	2,227	2,383
Temporary heating — new construction	2,132	2,429
Investigation and special inspections	293	399
Re-inspections — domestic dwellings and high occupancy buildings	12,571	10,596
Mobile homes and travel trailers	665	658
Trouble calls — smoke and sulphur tests, defect re-inspection	4,120	5,297
Miscellaneous calls and not-home cards left	15,945	14,969

Re-inspections

Systematic re-inspection of residential and high occupancy buildings continues. A total of 10,596 re-inspections was made and 35 per cent of these revealed hazardous or clean-up conditions, on which 3,709 correction orders were issued.

Re-inspections indicate a need for continuing education in the fields of equipment maintenance and servicing.

Licensing

Under the provisions of *The Gas Inspection and Licensing Act*, bulk storage and cylinder filling plant operators, installation contractors, employers, fitters and wholesale suppliers of gas appliances and equipment are required to hold a licence. Licences are issued on a one-year basis or for a term not exceeding five years to individuals or companies, who comply with the conditions of licensing set forth in the Act and regulations made thereunder.

The number of licences issued during the 1981-82 and 1982-83 fiscal years is shown in Table 30.

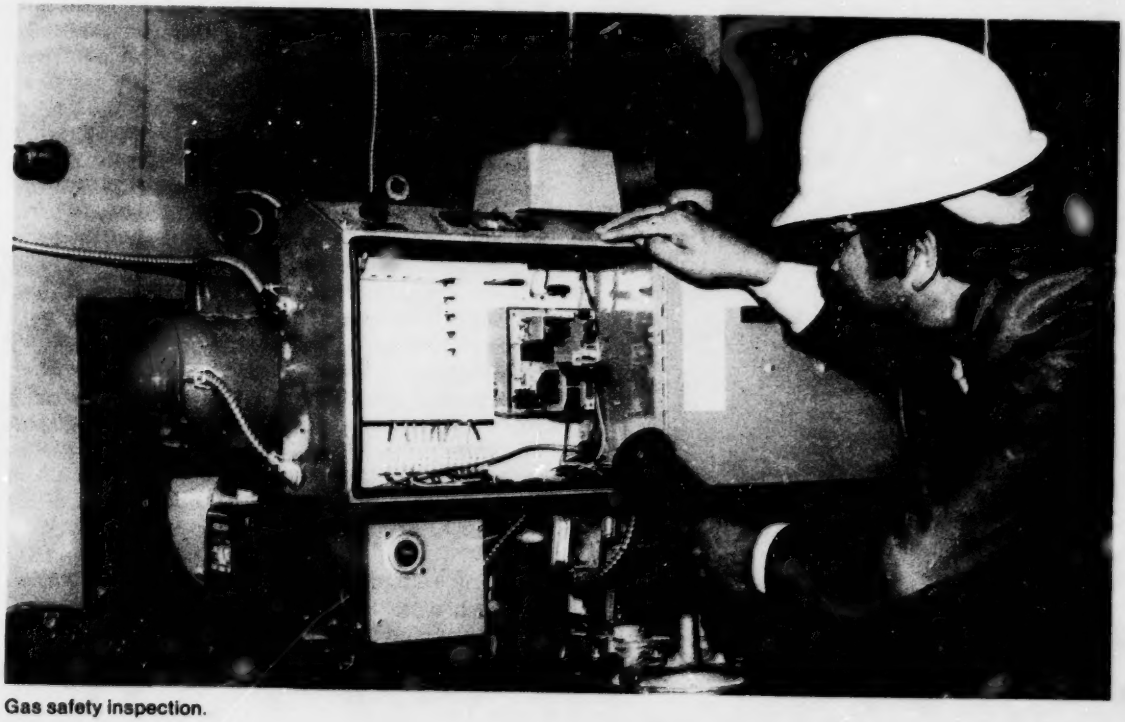
Standards and Specifications

Under the auspices of the Canadian Gas Association and direction of the Interprovincial Gas Advisory Council, work continues on the upgrading and development of standards for

Table 30

Licences Issued under
The Gas Inspection and Licensing Act,
Saskatchewan, 1981-82 and 1982-83

Type of licence	1981-82	1982-83
Total	**2,667**	**2,765**
Domestic gas fitter	851	928
General gas fitter	902	932
General gas contractor	284	295
Domestic gas contractor	252	257
Limited gas contractor	160	121
Gas supply house	19	21
Employers	39	40
Propane bulk filling plants	160	171



Gas safety inspection.

the manufacture and testing of consumer equipment and specific appliances. Three national authorities accredited by the Standards Council of Canada test to these standards, and each provides a distinctive labelling service on appliances and equipment meeting specifications contained in authorized standards.

Certification, testing and labelling services acceptable to the province are those of the Canadian Standards Association, the Canadian Gas Association, and Underwriters' Laboratories of Canada. Each authority, upon demand, makes available to the unit confidential copies of test reports. To ensure maintenance of engineering and production standards, examinations of appliances and equipment are conducted by certification technicians at the production line level. Supply house, retail outlet and field observations are made by unit inspectors.

Defects and unauthorized changes found on new production, stocked or installed equipment are ordered rectified by the manufacturer or his representative, at no cost to the consumer. Approvals are withdrawn from manufacturers who persist in violating terms of manufacture, certification listing and product labelling contracts.

In-Service Education

Manufacturers' appliance and equipment displays were attended by field staff, as were displays and workshops sponsored by the Saskatchewan Power Corporation and Propane Gas Association. Approximately 600 man-hours were assigned to continuing education and staff upgrading. First line supervisory courses and employee evaluation classes were taken by field staff.

Safety Program

Following established practice, field staff were actively engaged in development areas, advising gas contractors and instructing local tradesmen. District meetings were held, at which the assistant chief accompanied by the district inspector, invited and replied to enquiries from contractors and the public, acquainted consumers with the functions of the unit, and outlined the principal requirements for safe, efficient gas utilization.

Natural Gas and Propane Consumers

As of March 31, 1983, 231,000 consumers were connected to the Saskatchewan Power Corporation's natural gas distribution systems and an estimated 50,000 propane consumers were supplied by independent propane utilities.

Recourse to Bonds

Sureties were called upon to complete the work of several delinquent contractors and to correct installation defects left in suspense by business failures. Corrections were made without additional cost or inconvenience to consumers.

Accidents

No fatal accidents or accidents resulting in permanent physical disability occurred on installations reported to and inspected by the unit.

Radiation Safety Unit

The Radiation Safety Unit is responsible for the protection of occupational workers and the public from unnecessary radiation exposure arising from unsafe or poorly adjusted radiation emitting equipment, or from substandard work procedures. The Radiation Safety Unit enforces *The Radiation Health and Safety Act* and some members of its staff also hold appointments under *The Atomic Energy Control Act* as federal inspectors operating on behalf of the Atomic Energy Control Board.

Inspections and Compliance Work

Consultative and educational services are provided to users of radiation sources to promote high standards. X-ray inspections, consultations and investigations cover approximately 1,000 separate x-ray units distributed among hospitals, community clinics, chiropractors, dentists and veterinarians as well as some 30 pieces of non-diagnostic x-ray equipment found at universities and industrial workplaces. Plans for new installations are also inspected. Recommendations for necessary shielding were made for 93 radiation installations. A summary of activities undertaken by the unit since 1979-80 is located on page 44 in Table 31.

Routine inspections of commercial microwave ovens are carried out by public health inspectors on behalf of the Radiation Safety Unit, which provides a follow-up service where necessary.

Licensing and Registration

Installation of x-ray equipment is subject to the provisions of *The Electrical Inspection and Licensing Act*, and every person making x-ray installations and servicing x-ray equipment or engaged in the business of a supply house must hold an appropriate licence as specified in the Act. Generally, x-ray equipment supply houses hold electrical journeymen's restricted licences.

Radiation Equipment Safety and Preventive Maintenance (SPM) Program

All hospital radiation equipment must have a minimum of one SPM inspection annually, as provided by regulations under *The Radiation Health and Safety Act*. These inspections are performed by x-ray servicing companies; the electrical and mechanical safety of the equipment is checked.

The Saskatchewan Dental Plan is participating in the SPM programme. Servicing for their equipment is provided by their own technical servicing staff, but calibration and adjustment of the radiation output is performed by the unit.

During the year under review, a total of 750 SPM inspections was performed; and a total of 363 faults was found.

Development of X-ray Quality Assurance

In order to improve the inspection of x-ray machines in hospitals (some of which are only visited once every three years), the unit has been working for two years on the development of a new x-ray quality assurance program which can be used to supplement the existing inspection program being carried out. The program has undergone extensive evaluation studies during the year 1982-83, the results of which have been very encouraging. The program has received a great deal of interest from outside the province, both from other parts of Canada and from the United States.

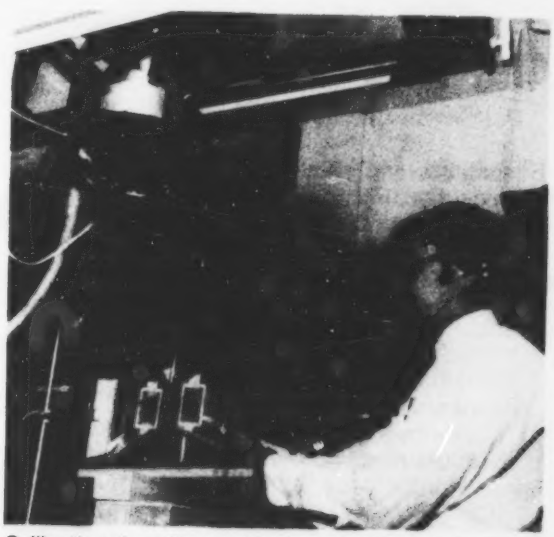
The new program for x-ray machine quality assurance is designed to involve to the greatest extent possible, the x-ray technicians in hospitals who use the equipment daily. By doing so the program can be run with a minimum staff in the Radiation Safety Unit while at the same time enlisting the interest and help of those who operate the machinery.

Instrument Calibration Program

Comprehensive laboratory facilities for calibration of the radiation monitoring equipment used by the unit have become essential for maintaining the credibility of inspection reports made by radiation health officers. Some progress was made towards setting up such facilities during the year under review. Reference gamma ray, x-ray and microwave sources are now available and the microwave monitors used by the public health inspectors for monitoring commercial microwave ovens can be calibrated annually.

Overdose Investigations

A total of 51 cases of high radiation doses recorded by Radiation Protection Bureau personnel dosimeters were reported to the unit for investigation. In a number of these incidents the annual dose limits for the individuals concerned appeared to have been exceeded. Nevertheless, the detailed investigation which followed generally showed that the readings in question were clearly erroneous. In a few instances, no satisfactory explanation for the reported doses could be found and the record of these has had to be entered on the National Dose Register against the name of the individual concerned. In some instances this has led to temporary restrictions on some radiation workers.



Calibration of monitors and dosimeters for hospital x-ray equipment inspections.

Matters of Public Concern

Reports of adverse health effects associated with the use of video display terminals (V.D.Ts) and linked to supposed radiation emissions have caused widespread concern, particularly among pregnant operators. Extensive tests of all types of V.D.Ts both within the province and elsewhere have shown that no harmful radiation emissions are detectable even when using the most sensitive monitoring equipment. Documentation of these tests is available on request.

Occupational Health Committee Reports

Often matters of concern to individual employees are brought to the attention of the unit through the minutes of occupational health committees. A total of 120 specific problems, raised through this procedure, was dealt with by the unit during the year under consideration. Many of these related to the concerns about video display terminals.

Other Activities of the Radiation Safety Unit

The Radiation Safety Unit has continued to provide a service monitoring radon levels in workplaces whenever there has been any cause for concern.

The Chief Radiation Health Physicist continued to act as a consultant to the Radiation Advisory Committee of the Health Research Board, and has prepared a report on current research activities in radiation epidemiology for submission to the Board.

A summary of activities undertaken by the Radiation Safety Unit since 1979-80 is shown in Table 31. Activities related to public information or general advisory functions are not included in the table.

Table 31

Activity Summary,
Radiation Safety Unit,
Saskatchewan, 1979-80 – 1982-83

Activity	1979-80	1980-81	1981-82	1982-83
X-ray				
Inspections	107	109	212	215
Consultations	144	211	148	152
Radiation surveys	10	3	11	15
Exposure investigations	2	3	3	12
Deficiencies found	17	7	25	40
Saskatchewan Dental Plan				
Inspections	80	89	116	120
Consultations	–	5	11	7
Calibrations	80	80	80	73
Deficiencies found	2	–	1	6
Uranium mines and mills				
Inspections	–	6	8	6
Consultations	6	16	23	20
Exposure investigations	–	2	10	31
REX programme tests	140	142	163	137
Radioactive sources and Atomic Energy Control Board licenced operations-inspections, wipe tests, etc.	470	445	583	528
Non-ionizing radiations-inspections, consultations, deficiencies found	197	350	361	370
Instrument calibrations	–	–	–	12
Lectures and seminars presented to professional groups or organizations	–	2	4	9

Pensions Branch

The Pensions Branch is the main body of pension policy expertise in the Government of Saskatchewan. The branch administers *The Pension Benefits Act*, provides information and advice on retirement income matters and serves as the focus for the development of retirement income policy and program alternatives. Its policy advisory role is particularly important in light of the current national pension debate.

Functions

The Pensions Branch has the following specific functions:

(a) to administer *The Pension Benefits Act* and the regulations thereunder;

(b) to advise the government with regard to retirement income matters;

(c) to develop pension policy and program alternatives;

(d) to prepare pension legislation and regulations and related documentation;

(e) to conduct research on retirement income matters, including studies of the social, economic and fiscal impact of alternative pension arrangements;

(f) to participate in intergovernmental discussions and negotiations on pension matters;

(g) to consult with interest groups on pension issues;

(h) to prepare and distribute to the public, information and educational materials;

(i) to provide technical advice to various provincial agencies.

Legislation

The Pensions Branch is responsible for ensuring that employees' financial interests in private pension plans are protected. This goal is accomplished through the enforcement of *The Pension Benefits Act* and regulations thereunder.

The Pension Benefits Act applies to all plans organized and administered for employees engaged in employment in Saskatchewan. The Superintendent of Pensions is responsible for ensuring that all pension plans comply with the following legislative requirements.

(a) Registration — All private employer/employee pension plans must be filed for registration with the Superintendent.

(b) Information Returns — Each plan must file an Annual Information Return stating contributions made to the plan and employees retired or terminated membership. Every three years an actuarial valuation must be filed for each "defined benefit" plan.

(c) Solvency — Sufficient monies must be in a pension plan to pay for the benefits promised at any point in time.

(d) Funding — Contributions to a pension plan must be made in a regular uniform fasion and if there are special payments owing the plan to fund deficits they must also be remitted over a specified amortization period.

(e) Investments — The regulations under *The Pension Benefits Act* regulate the investment of pension fund monies both qualitatively and quantitatively.

(f) Minimum Vesting Standard — Members of pension plans must become entitled to their benefits, with a minimum of one year of service, when their years of service plus age equal 45.

(g) Disclosure — Each member of a pension plan is entitled to a written explanation of the terms and conditions of the plan and his rights or obligations.

(h) Plan Terminations — The Superintendent approves the disposition of all pension plan assets when a pension plan is wound-up.

CAPSA Consensus

The Canadian Association of Pension Supervisory Authorities (CAPSA) is comprised of senior government officials who administer pension regulatory legislation in each of the jurisdictions with such legislation (Ontario, Quebec, Saskatchewan, Alberta, Manitoba, Nova Scotia and the federal government). This group has been active in the area of establishing and revising minimum legislative standards for occupational pension plans. The organization facilitates an exchange of ideas regarding the administration of private pension plans, with the objective of making regulatory legislation uniform across Canada. In May, 1982, CAPSA officials published a package of proposals for reform in the private pension system, representing a consensus reached by officials of all participating jurisdictions. This package outlines in detail a common position on measures which might be taken to resolve the current problems in private pension plans. The Superintendent of Pensions has been an active participant in the CAPSA deliberations.

Pension Plan Statistics

During the 1982-83 fiscal year, 83 new pension plans were registered, 613 amendments were approved, 520 annual information returns were received and 45 plans wound-up.

The Pensions Branch maintains an arrangement with Statistics Canada for the compilation of pension plan statistics. As of March 31, 1983 there were 143,343 Saskatchewan employees participating in 1,402 pension plans. Table 32 provides a summary of selected features of Saskatchewan pension plan membership. These figures include employees participating in pension plans which are registered and monitored by other jurisdictions under reciprocal agreements. In addition, the data include members of public employee pension plans which are not subject to *The Pension Benefits Act*.

Table 32

Selected Features of Pension Plan Membership by Sector, Contributory Status and Sex, Saskatchewan, March 31, 1983

Sector	Total	Male	Female
Both sectors			
Total	**143,343**	**95,304**	**48,039**
Contributory	117,254	73,085	44,169
Non-contributory	26,089	22,219	3,870
Public Sector			
Total	**79,932**	**46,906**	**33,026**
Contributory	79,850	46,825	33,025
Non-contributory	82	81	1
Private Sector			
Total	**63,411**	**48,398**	**15,013**
Contributory	37,404	26,260	11,144
Non-contributory	26,007	22,138	3,869

Policy and Program Development

The Pensions Branch is responsible for conducting research and providing advice on the broad range of pension policy issues. The branch develops and examines pension policy and program alternatives at the national and provincial levels, undertakes in-depth research projects on pension-related issues, analyzes major pension reports, and prepares background and briefing materials. Some of the activities have included:

(a) determine the basic minimum retirement income;

(b) review the Canada Pension Plan appeal system;

(c) investigate the income position of the elderly, analyze federal studies regarding adequate replacement income in retirement and prepare briefing material regarding the inadequacies of the current retirement income arrangements;

(d) prepare research material on social service expenditures in Canada from the international perspective;

(e) prepare background information on the technical implications for private pension

plans resulting from the Human Rights Commission recommendations for the abolition of mandatory retirement;

(f) draft alternate proposals for the reform of the national retirement income system;

(g) report on proposals for a central agency system for pension portability;

(h) report on the characteristics of private pension plans in Saskatchewan;

(i) prepare briefing material on the investment procedures of pension funds and compare federal and provincial investment regulations;

(j) prepare summaries of major pension reports;

(k) report on the matters of inclusion of home-managers in the CPP, pensions and divorce, survivor benefits and the splitting of CPP pension credits;

(l) report on the reverse mortgage proposal;

(m) report on the debate between universality and selectivity in social programs;

(n) prepare historical information on the development of the current retirement income system.

The Pensions Branch staff is knowledgeable about the national social security pension system and the operation of the private pension system. Branch personnel review pension developments in other jurisdictions, monitor interest group positions and participate in national, federal-provincial and provincial discussions of pension reform. The branch is also responsible for public education efforts with respect to pension matters.

In Wascana Park, Regina, Saskatchewan.

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In Wascana Park, Regina, Saskatchewan.

Women's Division*

The Women's Division began operations in April 1976, inheriting and expanding the responsibilities of the former Women's Bureau in the Department of Labour and the Office of the Provincial Co-ordinator, Status of Women, in the Department of Consumer Affairs.

The division administers a government program designed to achieve equal opportunities for women and eliminate discriminatory practices against women in the labour force, at home and on the farm.

Affirmative Action

An important affirmative action measure for women in 1982-83 was the offering of management training specifically for women. A total of 64 women participated in the Management Training Program, receiving approximately 650 days of training. Two series of four "Lunches with a Deputy Minister" were held in 1982-83 for women in the program, giving women the opportunity to meet with and question Deputy Ministers about their management styles.

The Women's Division reached agreement with the Saskatchewan Government Employees' Union on training for in-scope clerical women. Initial stages of an in-scope program to provide training for clerical women for non-traditional jobs was developed.

Affirmative Action staff provided career counselling to a total of 259 women in 1982-83. A number of these women were participants in the Management Training Program.

Educational materials were produced and distributed. Approximately 50 workshops and meetings were held with employers, employees and unions to clarify affirmative action objectives and gain support for the concepts. A report on barriers to the advancement of women in the civil service was prepared and circulated to all Deputy Ministers.

* Effective April 1, 1983, responsibility for programs administered by the Women's Division was transferred from the Department of Labour to the Public Service Commission and the Department of Advanced Education and Manpower.

Investigations Unit

The Investigations Unit processes complaints alleging violations of the equal pay and parental leave provisions of *The Labour Standards Act* * and conducts routine investigations. Investigations are initiated on behalf of public and private sector employees under provincial jurisdiction.

The "Equal Pay" part of the Act prohibits any employer from paying a female employee at a rate of pay less than the rate paid to a male employee (or vice-versa) for similar work, performed in the same establishment, under similar working conditions.

Employers are not permitted to reduce the rate of pay of any employee in order to comply with the Act.

The "Maternity Leave for Female Employees" part of the legislation provides Saskatchewan women with a maximum of 18 weeks' maternity leave from their employment without pay. The leave may be taken in any combination of weeks before and after the estimated date of birth. The Act provides that an employee cannot be suspended, dismissed or discriminated against because she is pregnant, temporarily disabled due to pregnancy or has applied for maternity leave.

The Paternity Leave section states that male employees are eligible for up to six weeks unpaid leave when a child is expected in the family. The leave may be taken in any combination during the three months before or following the estimated date of birth of the child.

The Adoption Leave section provides up to six weeks unpaid leave to all employees beginning on the day the child is legally adopted.

Eligiblity for maternity, paternity or adoption leave is dependent upon a service requirement of 12 continuous months of employment with the same employer.

* Effective April 1, 1983, the equal pay and parental leave provisions of *The Labour Standards Act* will be administered by the Labour Standards Branch.

The Act gives employees the right to resume employment under similar terms and conditions, at the same rate of pay, with no loss of seniority, pension or other similar benefits.

During the year under review, investigators handled and provided answers to 926 information requests, over 90 percent of which related to maternity rights.

Investigators made monetary assessments on behalf of eight women and one man for a total of $7,838.39. Five women were reinstated, allowing them access to future income of approximately $14,200 and ensuring them the right to full maternity benefits under the *Unemployment Insurance Act*.

Operating heavy equipment.

Research Unit

During the year under review, research focused on:

(a) an examination of maternity leave provisions with recommendations for legislative change;

(b) an examination of the situation of domestic workers in Saskatchewan with recommendations for legislative change;

(c) a review of the impact of technological change on women's jobs;

(d) developmental work on women in apprenticeship and non-traditional occupations;

(e) ongoing research for Women's Division publications;

(f) the preparation of a progress report on the participation of women on Boards and Commissions; and,

(g) the collection of information from all relevant government departments for Canada's report on compliance with the United Nations Convention on the Elimination of all Forms of Discrimination Against Women.

The Women's Division provides research assistance on a wide variety of subjects related to women's issues, upon request, to provincial and federal government departments, community agencies and individuals.

Education and Extension Programs

The educational activities of the division include speaking engagements, skill development workshops, displays at conferences and the development and distribution of educational materials. The number of public contacts made by the Women's Division during 1982-83 totalled 173.

In co-operation with other women's organizations, the University of Regina and the Regina Plains Community College, the division was successful in organizing a women's provincial television program titled "Let's Talk About Women". Also, as a result of initiatives taken by the Women's Division, the production of a play on women will be part of the 1983 Globe Theatre program.

Women's Resource Centre

Over 5,000 books related primarily to women's issues such as legislation, employment, affirmative action, management, health and minority women are contained in the Women's Resource Centre.

Statistics recorded by the division for an eleven-month period show that from April 1, 1982 to February 28, 1983 over 58,000 publications were provided to Saskatchewan residents. The centre received over 5,000 requests and loaned over 1,300 books and periodicals during that time.

Minimum Wage Board

The Minimum Wage Board, subject to the approval of the Lieutenant Governor in Council, may issue orders with respect to certain labour standards.

At the end of March, 1983, the membership of the board was as follows: Ms. Mary Rocan, Chairperson, Regina; Mrs. Elsie Hannon, Saskatoon; Mr. T. D. Mills, Regina; Mr. J. S. Rootman, Regina; and Mr. S. W. Lindsay, Saskatoon.

The board does: determine the minimum wage, the minimum meal break period, and the maximum charge by employers for meals or lodging provided; require an employer to repair and launder uniforms; fix the minimum age at which persons may be employed; require that female employees be provided with free transportation to their residence after completion of work shifts during certain hours of the day; fix the period in any day within which the hours of work of employees shall be confined; require a detailed pay statement to be presented to employees; and require that employees be paid for rest periods granted by employers.

The minimum wage regulations do not apply to: employees working in undertakings in which only members of the employer's family are employed; agricultural workers; persons employed in sheltered workshops or work activity centres for the socially, physically, or mentally impaired, or handicapped; or employees employed exclusively as domestic workers in private homes except where a wage subsidy is given to the employer from public funds.

Minimum Wage Board Orders

The Minimum Wage Board Orders in force during the fiscal year 1982-83 are summarized below in Table 33.

Table 33

Minimum Wage Board Orders in Force in Saskatchewan during 1982-83

Order	Applicable to	Minimum wage provisions
No. 1	All employers and employees.	$4.25 per hour effective January 1, 1982. Every employee, other than a school student in regular attendance during the school term, a janitor, a caretaker or a building cleaner, who is required to report for duty, other than for overtime, shall be paid a minimum sum of $12.75, whether or not he is required to be on duty for three hours on that occasion.
No. 2	Hotels, restaurants, educational institutions, hospitals and nursing homes.	This Order requires employers to provide certain benefits to employees with respect to working shifts, transportation for female employees, uniforms, meal periods, board and lodging.
No. 3	All employers and employees.	This Order requires an employer to deliver to each of his employees a detailed statement of his earnings and deductions therefrom.

Appendix 1

Legislation Administered by the Saskatchewan Department of Labour

*Apprenticeship and Tradesmen's Qualification Act**
Boiler and Pressure Vessel Act
Building Trades Protection Act
Contruction Industry Labour Relations Act
Department of Labour Act
Electrical Inspection and Licensing Act, 1981
Employment Agencies Act
Fire Departments Platoon Act
Fire Prevention Act, 1980
Gas Inspection and Licensing Act
Labour Standards Act
Occupational Health and Safety Act
Passenger and Freight Elevator Act
Pension Benefits Act
Radiation Health and Safety Act
Theatres and Cinematographs Act, Section 17
Trade Union Act
Wages Recovery Act

* Effective April 1, 1983, this Act will be administered by the Department of Advanced Education and Manpower.

Authorized Staff of the Saskatchewan Department of Labour

The authorized staff of the Saskatchewan Department of Labour, as of March 31, 1983, is shown below according to branch and division.

Authorized Staff of the Saskatchewan Department of Labour, as of March 31, 1983

Branch	Total permanent positions
Total	**289**
Development Branch	92
Administrative Services Division	31
Apprenticeship and Standards Division	45
Policy Planning and Research Division	16
Labour Relations Branch	10
Conciliation Services Division	5
Office of the Worker's Advocate	5
Occupational Health and Safety Branch (includes Safety Services Division)	156
Pensions Branch	9
Women's Division	16
Labour Relations Board Support Staff	6

Publications Available
from the
Saskatchewan Department of Labour

Labour Standards Branch

Labour Standards (periodic brochure)	free

Policy Planning and Research Division

Annual Report of the Saskatchewan Department of Labour	free
Saskatchewan Labour Report (monthly)	free
Wages and Working Conditions, by Occupation (annual)	free
Saskatchewan Labour Legislation (biennial booklet)	free
Study of Saskatchewan Collective Bargaining Agreements (annual)	free
Decisions of the Saskatchewan Labour Relations Board and Court Cases arising therefrom,	
Vol. 1 (1945-54)	$35.00 per vol.
Vol. 2 (1955-1964)	$35.00 per vol.
Vol. 3 (1965-1974)	$75.00 per vol.

Occupational Health and Safety Branch

Health and Safety News (occasional)	free
Leaflets and research papers on various topics	varies according to publication

Boiler and Pressure Vessel Safety Unit

Canadian Standards Association B51 Code for Construction and Inspection of Boilers and Pressure Vessels	$14.00
Canadian Standards Association B52 Mechanical Refrigeration Code	$10.00
Refrigeration Operators' Home Study Course	$10.00
The Boiler and Pressure Vessel Act and regulations	$ 1.75 each

Electrical and Elevator Safety Unit

Canadian Standards Association Standard C22.1-1978, Canadian Electrical Code, Part 1 (13th edition), Essential Requirements and Minimum Standards Governing Electrical Installations for Buildings, Structures and Premises (all potentials)	$12.00
Canadian Standards Association Standard C22.5-1978, Canadian Electrical Code, Part V, Use of Electricity in Mines	$8.00
Canadian Standards Association Standard C22.1-1982, Canadian Electrical Code, Part 1 (14th edition)	$20.00
Canadian Standards Association Standard B44-1975, Safety Code for Elevators, Dumbwaiters and Escalators	$16.00
Canadian Standards Association Standard Z185-1975, Safety Code for Personnel Hoists	$ 7.50
Canadian Standards Association Standard B44-1975, Safety Code for Elevators, Supplement No. 1	$ 4.00
Supplement No. 2	$ 4.00
Supplement No. 3	$ 6.00
Canadian Standards Association Standard 3-Z98-M78, Passenger Ropeways	$12.00
Canadian Standards Association Standard B311-M1979, Code for Manlifts	$13.00
The Electrical Inspection and Licensing Act, 1981, and regulations	$ 1.75 each
The Passenger and Freight Elevator Act and regulations	$ 1.75 each

Fire Safety Unit

Annual Report of the Saskatchewan Fire Commissioner	free
Canadian Standards Association Standard B139-1976, Installation Code for Oil Burning Equipment (one copy issued initially to oil burner installers without charge)	$ 6.80
IFSTA 200 Manual, Essentials of Fire Fighting	$22.20
National Building Code of Canada, 1980	$ 8.75
Supplement to Code	$ 7.30
N.F.P.A. No. 13 — Sprinkler Systems	$ 6.00
The Fire Prevention Act, 1980, and regulations	free
Leaflets and pamphlets concerning fire safety	free

Gas Safety Unit

Canadian Gas Association Standard Can 1-B149.1-M80, Installation Code for Natural Gas Burning Appliances and Equipment	$ 6.00
Canadian Gas Association Standard Can 1-B149.2-M80, Installation Code for Propane Burning Appliances and Equipment	$ 6.00
The Gas Inspection and Licensing Act and regulations (one copy of each provided free of charge)	$ 1.75 each

Radiation Safety Unit

Various research papers related to radiation safety	free

Pensions Branch

Improving Pension Plans Today for a Better Tomorrow, Pension Benefit Act Amendments (pamphlet)	free

NOTE: All prices are subject to change

Available from the
Saskatchewan Department of Labour
1914 Hamilton Street
Regina, Saskatchewan
S4P 4V4